THE FORD FOUNDATION

TO: Mr. Emory Via

DATE: 2/24/70

File

or

"Basil Whiting"

Basil Whiting

THE FORD FOUNDATION
320 EAST 43RD STREET
NEW YORK, NEW YORK 10017

DIVISION OF NATIONAL AFFAIRS
SOCIAL DEVELOPMENT

February 20, 1970

Professor Penn Kimball
Graduate School of Journalism
Columbia University
New York, New York 10027

Dear Penn:

The Southern Regional Council has been kind enough to give me the following information regarding your proposed visit to Louisiana to study voter registration activities. SRC suggests that you contact the following:

1. William H. Samuels, Jr., Director
   Louisiana Voter Education Project
   Reymond Building - Room 531
   Batten Rouge, Louisiana

   504-348-2657

2. Professor Jewel Prestage
   Department of Political Science
   Southern University
   Batten Rouge, Louisiana

   504-755-6300 ext. 204

3. Mr. Nils Douglas
   Attorney at Law
   1110 Madallion Tower
   344 Camp Street
   New Orleans, Louisiana

   504-523-5197

Mr. Samuels, I am told, can lead to contacts in any parish throughout Louisiana. Mr. Douglas is deeply involved in New Orleans voter registration activities. Professor Prestage is knowledgeable about registration in Louisiana and runs one of SRC's Service Centers for black elected officials.

SRC also suggests that you consult their black elected officials guide (which I understand was forwarded to you last week) and consider talking with several of the black elected officials therein listed. You might especially try to contact Representative Ernest Moril.

If you will call the Southern Regional Council and let them know when you will be in New Orleans, they will be happy to contact the above listed people, inform them of your arrival, and request their cooperation. When you call, you ought perhaps to talk to Mr. Marvin Wall, VEP's Research Director, as the VEP directorship is in the process of change from Vernon Jordan to John Lewis. If none of these are available, then ask for Emory Via, who will be happy to help you. (SRC phone number: 404-522-8764)

Best wishes.

Sincerely yours,

Basil J. Whiting
Program Officer

April 10, 1970

Mr. Leslie W. Dunbar
The Field Foundation
100 East 85th Street
New York, New York 10028

Dear Les:

This is to acknowledge your letter of April 6 and the enclosed check in the amount of $8,592.00.

Thanks.

Sincerely,

James N. Wood, Jr.
Executive Assistant

JNW/km

Copy returned to Foundation signed
8-20-71

JOINT FOUNDATION SUPPORT, INC.

575 MADISON AVENUE
NEW YORK, N.Y. 10022
755-6023

SRC - Atlanta

August 13, 1971

Mr. Paul Anthony, Executive Director
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Re: Grant for Specific Program Support

Dear Mr. Anthony:

On behalf of the Bernhard Foundation (the "Foundation") we are pleased to inform you that the Board of Directors of the Foundation has decided to make a grant to your organization in the amount of $1500 for a school desegregation training session.

As I am sure you are aware, the Tax Reform Act of 1969 imposes "expenditure responsibility" on the Foundation with respect to all grants made to organizations other than "publicly supported charities."

Upon receipt by us of (1) the executed ribbon copy of the enclosed agreement, together with any data requested therein, and (2) the execution of the enclosed copy of this letter, indicating that said grant will be used exclusively for the specific purposes herein outlined, a check in payment of said grant will be sent to you.

If you have any questions with respect to the agreement or your responsibility thereunder, please do not hesitate to call us.

Very truly yours,

Joint Foundation Support, Inc.

BY Margaret A. Irvie
Executive Director

AGREED TO:

Southern Regional Council

BY_____

JOINT FOUNDATION SUPPORT, INC.

575 MADISON AVENUE
NEW YORK, N.Y. 10022
755-6023

August 13, 1971

Mr. Paul Anthony, Executive Director
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Re: $1500 Grant to Southern Regional Council, Inc.
(the "Grantee")

Dear Mr. Anthony:

On behalf of the Bernhard Foundation (the "Foundation") Joint Foundation Support, Inc. is pleased to advise you that at a recent meeting of the Foundation's Board of Directors it was decided to make a Grant, in the above-referenced amount, to you as Grantee for the specific purposes enumerated in the attached letter.

This Grant is made on the following terms and conditions:

1. The Grantee will use the funds solely for the purposes for which they are granted;

2. The Grantee is presently, and will continue to be, an organization described in Section 501(c)(3) of the Internal Revenue Code of 1954 (the "Code"); or will use the Grant exclusively for one or more purposes described in Section 501(c)(3) of the Code;

3. The Grantee will, concurrently with the execution of this Agreement, provide the Foundation with either (A) a ruling of the Internal Revenue Service or its request for such a ruling, a copy of the latest Form 4653 which it has filed with the Internal Revenue Service and/or other sufficient written evidence that it is not a private foundation under one or more of the tests found in Section 509(a)(1)(2) or (3) of the Code; (B) a statement that the Grantee is a "private foundation" as such term is defined in Section 4942(j)(3) of the Code; or (C) a statement that the Grantee is a non-exempt organization which will use the Grant solely for exempt purposes. The Grantee will, upon any change in its aforementioned status, notify the Foundation to such effect.

4. In order to satisfy the Foundation's "expenditure responsibility" as such term is defined in Section 4945(d)(4) and (h) of the Code, with respect to this Grant, and in order to avert the 15% exise tax imposed under Section 4942 of the Code for failure to distribute income, if

JOINT FOUNDATION SUPPORT, INC.

575 MADISON AVENUE
NEW YORK, N.Y. 10022
755-6023

the Grantee is presently a private foundation, or a non-exempt organization using this Grant solely for exempt purposes, or at any time prior to the completion of the use of the Grant funds becomes a private foundation, or a non-exempt organization, it will

a) use the funds for tax-exempt purposes within the year next following the close of its taxable year in which the contribution was received,

b) repay any portion of the amount which is not used for the purposes of the Grant,

c) submit full and complete annual reports on the manner in which the funds are spent and the progress made in accomplishing the purposes of the Grant,

d) maintain its books and records in a manner consistent with Treasury Regulations promulgated under Section 4945 relating thereto, and make such books and records available to the Foundation at reasonable times, and

e) not use any of the funds --

(i) to carry on propaganda, or otherwise attempt to influence legislation (within the meaning of Section 4945(d)(1) of the Code),

(ii) to influence the outcome of any specific public election, or to carry on, directly or indirectly, any voter registration drive (within the meaning of Section 4945(d)(2) of the Code),

(iii) for any grant which does not comply with the requirements of Section 4945(d)(3) or (4) of the Code, or

(iv) for any purpose other than one specified in Section 170(c)(2)(B) of the Code.

If you consent to the terms and conditions of this Grant, please have the appropriate official sign and return to us the copy of this letter enclosed herewith. All data required by the Foundation pursuant to this Grant may be addressed to the Foundation, care of this office, at the above address.

Upon receipt of your acceptance, a check in payment of the Grant will be sent to you.

JOINT FOUNDATION SUPPORT, INC.

575 MADISON AVENUE
NEW YORK, N.Y. 10022
755-6023

Sincerely,

Joint Foundation Support, Inc.

BY Wayne A. Fine
Executive Director

AGREED TO:

Southern Regional Council

By_____

August 20, 1971

Miss Marjorie Fine
Executive Director
Joint Foundation Support, Inc.
575 Madison Avenue
New York, N. Y. 10022

Dear Marjorie:

Thank you sincerely for the notification of the grant of $1,500.

The statement of stipulations regarding the grant are agreed to, and a signed copy of that statement is enclosed. The Council is a private foundation, and we will, of course, see that all of these funds will be used for the purpose indicated and for no other.

I hope to see you next month.

Sincerely,

Paul Anthony
Executive Director

PAjjb

JOINT FOUNDATION SUPPORT, INC.

575 MADISON AVENUE
NEW YORK, N.Y. 10022
755-6023

August 24, 1971

Mr. Paul Anthony, Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

ck. 8-26-71 PAE

On behalf of the Bernhard Foundation, we are pleased to forward to you the enclosed check in the amount of $1500 for a school desegregation training session.

You understand of course, that both we and the Bernhard Foundation are relying upon the terms of the agreement dated August 13, 1971 between you and Joint Foundation Support on behalf of the Bernhard Foundation.

Additionally, we are relying upon the terms of the letter agreement dated August 13, 1971 between you and Joint Foundation Support on behalf of the Bernhard Foundation, with respect to this grant.

Will you please make sure that, in any listings prepared of financial support received, you list separately each foundation which made a grant to you on the recommendation of Joint Foundation Support. Joint Foundation Support does not itself make grants.

Sincerely,

Marjorie A. Fine

(Miss) Marjorie A. Fine
Executive Director

MAF:ap
enc

posted to Money book
8-30-71 jh

File - SRC

November 4, 1971

M E M O R A N D U M

TO: SRC Staffers

FROM: Paul Anthony

The persons initially selected by the Personnal Committee have all declined the position of Executive Director of the Council.

The Executive Committee meets again on Saturday to explore the process of selecting a director. At that time, I shall inform them that this process has taken longer than I had anticipated. Therefore, I shall request an opportunity to leave at an early date. At the same time, I will request that they consider individuals to be in charge of the agency in my absence. Depending on their decision, you will be informed of their recommendations on next Monday.

PA:jb

NOV 10 1971

CHARLOTTE MEDICAL CLINIC, P.A.
1900 BRUNSWICK AVENUE
CHARLOTTE, N. C. 28207

INTERNAL MEDICINE
DAVID S. CITRON, M. D.
LOGAN O. JONES, M. D.
CARL B. LYLE, JR., M. D.
CLINTON H. McKAY, M. D.
THOMAS H. McMILLAN, JR., M. D.
WILLIAM R. PORTER, M. D.
WILLIAM C. SUGG, JR., M. D.
RAYMOND M. WHEELER, M. D.

November 8, 1971

MINUTES OF MEETING OF SOUTHERN REGIONAL COUNCIL
SATURDAY, NOVEMBER 6, 1971 AT 4 P.M.

Those present included Henderson, John Wheeler, Joseph Haas, Smith, Youngdahl, Williams, Wilkins, Carter, Cashion, Marsh, Derian, and Raymond Wheeler.

The first order of business was the reading of the statement on tax exemption, signed by each member present.

The second order of business consisted of the consideration of and the acceptance of the resignation of Paul Anthony to be effective on or about November 15, 1971. The Committee expressed by resolution its grateful appreciation for the loyalty, the commitment, and the leadership which Paul Anthony has provided to the Council during the past 6 years.

The following three members of the Staff were then appointed to administer the affairs of the Council as an interim committee, with the understanding that the President of the Council or the Chairman of the Executive Committee may meet with this committee at any appropriate time: Dr. Emory Via - Program, Mr. Jim Wood - Administration and Personnel, Mrs. Ruth Vick - Financial Affairs.

The committee then authorized by resolution Dr. Emory Via to countersign checks for the Southern Regional Council.

The final order of business was the decision that each member of the Executive Committee would submit names and biographical data,

obtained as indirectly as possible, to either Dr. Vivian Henderson or Dr. Raymond Wheeler. The names and data will be duplicated and distributed then to each member of the Executive Committee. This information will be considered at a subsequent meeting as the committee attempts to select an Executive Director.

Raymond M. Wheeler
President and Acting Secretary
Southern Regional Council

RMW/jb

SRC
Admin.
1971

MEMORANDUM

TO: SRC Staff Members

FROM: Ruth Vick, Emory Via, Jim Wood

DATE: November 10, 1971

We are going to present Paul with a gift. We are asking each member of the staff to decide how much he or she would like to contribute. We are hoping to make it an especially nice gift.

Please give your contributions to Gwen. You may simply put it in a plain envelope and hand it to her.

It would help very much to have all contributions in hand by the end of the work day, Monday, November 15.

The gift and statement of appreciation will be presented at a time convenient for Paul and as much of the staff as is able to be here.

Thanks very much.

EFV/gms

SRC - Administration - 1971

Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA 3, GEORGIA
JAckson 2-8764

10/10/71

Jay:

The minutes should be brought to Paul's attention as soon as possible. Bayard enclosed them with something he had promised to send me (Non-SRC).

Guy

November 22, 1971

Mrs. Ruth Teitelbaum
Executive Director
Norman Foundation
575 Madison Avenue
New York, New York 10022

Dear Mrs. Teitelbaum:

On behalf of the Southern Regional Council, I want to express sincere thanks to the Board of Directors of the Norman Foundation for the $10,000. grant for support of SOUTH TODAY.

I have enclosed signed copies of your letter and agreement, and, the U. S. Treasury Form 4653 as requested.

You will receive our annual report of how the grant was used, along with our audit when they are completed.

Again, thank you.

Sincerely yours,

Ruth House Alexander
Secretary-Treasurer

RHA/hs
Enclosures: (3)

NORMAN FOUNDATION

575 MADISON AVENUE, NEW YORK, N.Y. 10022 · 212-758-0059

November 17, 1971

Mr. Paul Anthony
Executive Director
Southern Regional Council, Inc.
5 Forsyth St., N.W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

We are pleased to inform you that the Board of Directors of the Norman Foundation has decided to make a grant to the Southern Regional Council, Inc. in the amount of 10,000 for support of South Today.

As I am sure you are aware, the Tax Reform Act of 1969 imposes "expenditure responsibility" on us with respect to all grants made to organizations other than "publicly supported charities."

The execution and return to us of (1) one copy of the enclosed Agreement, together with any data requested therein, and (2) the enclosed copy of this letter, indicating that said grant will be used exclusively for the specific purposes herein outlined, are essential prerequisites to your receiving the above grant.

If you have any questions with respect to the Agreement or your responsibility thereunder, please do not hesitate to call us.

Sincerely,

NORMAN FOUNDATION, INC.

By Ruth Teitelbaum
Ruth Teitelbaum
Executive Director

AGREED TO:

By_____

NORMAN FOUNDATION

575 MADISON AVENUE
NEW YORK, N. Y. 10022

PLaza 8-0059

Date Nov. 17, 1971

AGREEMENT

$10,000 Grant to Southern Regional Council, Inc.
(the "Grantee")

The Board of Directors of the Norman Foundation has decided to make a grant, in the above-referenced amount, to you as Grantee for the specific purposes enumerated in the attached letter.

This grant is made on the following terms and conditions:

1. The Grantee will use the funds solely for the purposes for which they are granted;

2. The Grantee will, concurrently with the execution of this Agreement, provide the Norman Foundation with either (a) a ruling of the Internal Revenue Service or its request for such a ruling, a copy of the latest Form 4653 which it has filed with the Internal Revenue Service, and/or other sufficient written evidence that it is not a private foundation under one or more of the tests found in Section 509(a) (1)(2) or (3) of the Internal Revenue Code of 1954 (the "Code"); (B) a statement that the Grantee is a "private foundation" as such term is defined in Section 4942(j)(3) of the Code; or (C) a statement that the Grantee is not an organization having 501(c)(3) exempt status, but will use the grant solely for exempt purposes. The Grantee will, upon any change in its aforementioned status, notify the Norman Foundation to such effect.

3. In order to satisfy the Norman Foundation's "expenditure responsibility" as such term is defined in Section 4945(d)(4) and (h) of the Code, with respect to this Grant, and in order to avert the 15% excise tax imposed under Section 4942 of the Code for failure to distribute income, if the Grantee is presently a private foundation, or a non-exempt organization using this Grant solely for exempt purposes, or at any time prior to the completion of the use of the grant funds becomes a private foundation, or a non-exempt organization, it will

   a) use the funds for tax-exempt purposes within the year next following the close of its taxable year in which the contribution was received (only if such organization is not a "private operating foundation" as such term is defined in Section 4942(j)(3) of the Code),

   b) repay any portion of the amount which is not used for the purposes of the grant,

c) submit full and complete annual reports on the manner in which the funds are spent and the progress made in accomplishing the purposes of the grant,

d) maintain its books and records in a manner consistent with Treasury Regulations promulgated under Section 4945 relating thereto, and make such books and records available to the Norman Foundation at reasonable times, and

e) not use any of the funds --

(i) to carry on propaganda, or otherwise attempt to influence legislation (within the meaning of Section 4945(d)(1) of the Code),

(ii) to influence the outcome of any specific public election, or to carry on, directly or indirectly, any voter registration drive (within the meaning of Section 4945(d)(2) of the Code),

(iii) for any grant which does not comply with the requirements of Section 4945(d)(3) or (4) of the Code, or

(iv) for any purpose other than one specified in Section 170(c)(2)(B) of the Code.

If you consent to the terms and conditions of this grant, please have the appropriate official sign and return to the Norman Foundation one copy of this Agreement.

AGREED TO:

Ruth House Alexander
Secretary-Treasurer

By Southern Regional Council, Inc.

SRC Administration

PAUL ANTHONY

Staff of the Southern Regional Council
1956 - 1971

Executive Director
1965 - 1971

In recognition of your many contributions to the betterment of the South, your encouragement of those seeking justice and understanding among people, your love of the Southern Regional Council and devotion to its goals and principles, and your leadership, exercised with wisdom, humaneness and good humor, often in the face of adversity, we present this permanent token of our respect and affection.

Staff of the Southern Regional Council
November, 1971

JRC - Admin

MEMORANDUM

TO: Jay Brothers, Leon Hall, Nobbie Morgan, Ruth Vick
Clarence Wright, and Emory Via.

FROM: Jim Wood, Executive Assistant

DATE: December 10, 1971

As per our several conversation, effective immediately and until further notice, Mrs. Brothers and Mrs. Morgan will be available to the Community Organization for secretarial work for at least two (2) hours a day, if required.

Normally, Mrs. Brothers will do Leon Hall's work and Mrs. Morgan will do Clarence Wright's work.

We will begin the search next week to locate a secretary to be hired for the Community Organization Project.

JNW/gms

SRC - Admin

EU

December 14, 1971

Miss Kitty Terjen, Managing Editor
SOUTH TODAY
52 Fairlie Street, NW
Atlanta, GA 30303

Dear Miss Terjen:

Thank you for returning my article, "Southwest Louisiana Revisited." I am sorry that you did not find it acceptable for publication. As far as documentation is concerned where, may I ask, are footnotes and sources in the recent article by Lois Muss, "Sugar Cane Country"? Yet, this article received your approval and was awarded maximum exposure.

In the first place, I am not a writer of such journalist pieces. In the second, the original article is very misleading and deserves an editorial retraction by you. Last, please cancel my subscription. I will stick to the New York Times and New York Review of Books for my civil rights information needs.

Yours truly,

Alex S. Freedman

ASF:gds

cc: President
Southern Regional Council, Inc.
52 Fairlie Street, NW
Atlanta, Georgia 30303

SRC-Adm.

Joseph F. Haas
2709 FIRST NATIONAL BANK BLDG.
ATLANTA 3, GEORGIA

December 20, 1971

Mr. James Wood
Southern Regional Council
52 Fairlie Street
Atlanta, Georgia 30303

CK. 12-21-71 PAR

Dear Jim:

It gives me great pleasure to enclose check in the amount of $176.47 from the Betty G. and Joseph F. Haas Foundation as a contribution to the work of Southern Regional Council.

Kindest personal regards,

Joe

JOSEPH F. HAAS

enclosure

Dated
jh

snw

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
FRANK SMITH, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

December 28, 1971

Mr. Joseph Haas, Attorney
2709 First National Bank Building
Atlanta, Georgia 30303

Dear Joe:

We at the Council acknowledge your gift with sincere appreciation.

Peace.

Jim

James N. Wood,
Executive Assitant

JNW/gms

File

MEMORANDUM

TO: Clarence Wright
FROM: Emory F. Via
DATE: December 29, 1971
RE: Salary of Leon Hall

I have received your memo regarding Leon Hall's salary for the coming year. I would like to pay all of the functioning staff more than we do, but we do deal with a total budgetary situation.

You should know that proposed budgets to foundations do not constitute salary recommendations on the part of the organization.

You should know also that when projects and the total organization are fully funded we are in a different situation than when they are partially funded.

Leon's increase represents a little better than a 9.5% improvement and was one of a very few increases that represented a high enough proportional increase to be called up for special attention by the Executive Committee (it is not implied in any way that it was resisted).

Leon's position with SRC has been too tenuous in the past because of lack of funds. It is now assured for a full year at a salary increase. His salary was increased during the past year despite his temporary status.

It would be my hope that as the School Desegregation Project progresses and as funds become available we would reconsider Leon's salary situation.

SRC Admin

Southern [illegible], Inc.
5 FORSYTH STREET, N. [illegible] A 30303
522-[illegible]

PAUL ANTHONY
EXECUTIVE DIRECTOR

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

December 28, 1971

MEMORANDUM

TO: Jim Wood, Emory Via, and Ruth Vick

FROM: Clarence Wright

RE: Salary increase for SDP Field Coordinator

When the School Desegregation Project was initiated, Leon Hall agreed to work with staff members of the Southern Regional Council in molding an idea into reality. This commitment was made in the face of limited funding resulting in a pay scale incompatible with his skills and experience and uncertain, month-to-month, terms of employment. In spite of these factors, Mr. Hall fulfilled his job with skill and dispatch.

This year, a proposal was submitted to the Field Foundation in which the salary range for the School Desegregation Project Field Coordinator's position ranged from $10,000 to $12,500. However, upon notification of staff raises, it was apparent that the Field Coordinator's raise placed him at the base salary for the SDP Field Coordinator's position. In my estimation, this raise does not represent the true import of services and work exhibited by Mr. Hall over the past twelve months, nor is the salary representative of the individual's level of skill and experience.

I propose that the raise be reviewed immediately in the light of these circumstances, and Mr. Hall's salary increase adjusted accordingly. I would appreciate your feelings on the matter at your earliest convenience.

****

January 10, 1972

Mr. John Heyman
President
New York Foundation
4 West 58th Street
New York, N. Y. 10019

Dear Mr. Heyman:

Enclosed is a receipt indicating that we have received the first installment of the Foundation's grant to the Council.

We are deeply appreciative of the continuing support from the New York Foundation. You will be kept informed of our activities during the year.

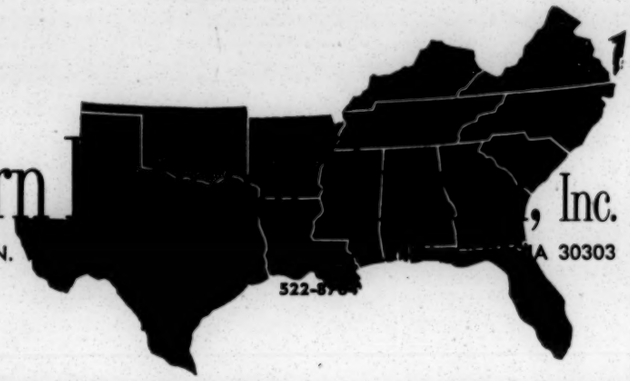
Sincerely,

Emory F. Via
Acting Co-Director

EFV:jb

Enclosure

SRC-Admin (Att.- Secty'l Prog



Southern [illegible], Inc.
5 FORSYTH STREET, N. [illegible] A 30303
522-[illegible]

PAUL ANTHONY
EXECUTIVE DIRECTOR

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

January 10, 1972

POSITIONS OPEN

Three positions will open shortly for a special project under SRC sponsorship to facilitate the employment of black females in the Atlanta labor market. The focus of the project is on the employment of black women in professional, technical, and managerial jobs.

The jobs and positions here are temporary. One year is maximum duration.

One position will be primarily a recruiter; another will be primarily a job developer. The third position is as administrative secretary to the project.

For the recruiter and job developer positions the requirements are as follows:

1. Familiarity with the outreach concept in job placement activities.
2. Significant experience (prefer full-time for at least one year) in overcoming job discrimination (institutional and/or overt) through organized efforts.
3. Ability to constructively interact with potential employees and employers on whom the project will focus.
4. Ability and readiness to work in an intensive cooperative effort (staff, advisory committee, and SRC supervisor).

5. Ability and readiness to cooperate and collaborate with research and evaluation efforts connected with the project conducted by outside evaluators.
6. Ability to pursue goals of project with diligence, to follow through on program details.
7. Capacity for independent effort coupled with judgment when to involve outside assistance.
8. General familiarity with employment related training programs.

The requirements for the administrative secretary are those normally associated with such a position but with special attention to the following:

1. Ability to work cooperatively in an intensive effort.
2. General familiarity with problems related to job discrimination and job placement.
3. Ability to maintain accurate records for purposes of follow-up activitivies and for research and evaluation.
4. Ability to deal effectively by phone and in person with those persons the project's activities reaches.

SALARIES: Subject to limits of project budget, but otherwise negotiable depending upon experience, training, and ability related to the project.

Posted Jan 10, 1972

reposted same day & removed Jan 20, 1972

removed Jan 18 1972 — This included a weekend and a holiday (Jan 17, 1972)

Jan 17

No applications from staff

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
FRANK SMITH, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

JAN 17 1972
JAN 18

SRC-Adm.

Southern Regional Council, Inc.

52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303

522-8764

January 12, 1972

MEMORANDUM

TO: Members of the Executive Committee
FROM: Emory F. Via

As you know, the next meeting of the Committee is on Thursday, January 20, 1972 at 6:00 p.m.

The meeting will be at the Hilton Inn, close to the Atlanta airport.

Dinner will be served but the meeting will begin during the dinner hour.

EFV/gms

Mr. John H. Wheeler, President
Mechanics and Farmers Bank
Durham, N. C.

Dear Mr. Emory:

I regret that it will not be possible for me to attend the meeting on January 20.

The regularly scheduled meeting of the Board of Directors of our bank will be held at 4:00 p.m. on the same day.

Sincerely,

John H. Wheeler

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
FRANK SMITH, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

January 20, 1972

Mr. Howard R. Dressner, Secretary
THE FORD FOUNDATION
320 East 43rd. Street
New York, New York 10017

Dear Mr. Dressner:

We are most pleased to receive the letter confirming the Foundation's grant of $419,490.00 to the Southern Regional Council for 1972.

We understand and accept the conditions stipulated in your letter of January 19.

Enclosed is a countersigned copy of your letter and a payment request, in duplicate, indicating our schedule of quarterly needs.

It would expedite matters if the first payment check was sent to me.

The Council and its staff are deeply appreciative of the Foundation's continuing support of our efforts in this region.

Sincerely,

Emory F. Via

Emory F. Via
Acting Co-Director

EFV/gms
Encl.

SRC - Admin

THE FORD FOUNDATION, 320 EAST 43rd STREET, NEW YORK, N.Y. 10017

GRANT QUARTERLY PAYMENT REQUEST

GRANTEE: Southern Regional Council, Inc. Grant Number: 690-0065C

Date of Grant: Jan. 19, 1972

Amount of Grant: $419,490.00

PURPOSE: To enhance the equality of social and economic opportunity throughout the South

Annual Reporting Date: January

Mail Payment Checks to: SRC - 52 Fairlie St., N.W., Atlanta, Ga. 30303

Estimated Expenditures for 4 quarters following lastAnnual Reporting date $419,490.00

Estimated amount required for next 4 quarters above $419,490.00

Quarter ending	Est. Expenditures by quarters	Payments from Ford Foundation	
		Amount	Date Requested or Rec.
Mar. 31, 1972	$169,490	$169,490.00	Jan. 31, 1972
June 30, 1972	125,000	125,000.00	Apr. 1, 1972
Sept. 30, 1972	75,000	75,000.00	July 1, 1972
Dec. 31, 1972	50,000	50,000.00	Oct. 1, 1972

Date:_____ Signature:_____

.00T

419490.00 C
169490.00-
250000.00S

125000.00-
125000.00S

75000.00-
50000.00-
.00T

.00T

1st Installment
419,000

150,000
19,490
169,490

How Soon —

419,490

1st Qtr 169,490.00
2nd Qtr 125,000.00
3rd Qtr 75,000.00
4th Qtr 50,000.00

THE FORD FOUNDATION, 320 EAST 43rd STREET, NEW YORK, NEW YORK 10017

GRANT QUARTERLY PAYMENT REQUEST

GRANTEE: Southern Regional Council, Inc.

Grant Number: 690-0065 C

Date of Grant: ~~Nov. 11, 1968~~ Jan. 19,

Purpose: To enhance ~~opportunity for minority~~ the equality of social and economic opportunity groups throughout the South.

Amount of Grant: ~~$1,846,500~~ 419,490.00

Annual Reporting Date: January

Mail Payment Checks to: ~~SRC~~ ~~5 Forsyth Street,~~ 52 Fairlie Street N.W., Atlanta, Ga. 30303

Name Address

a. Total Payment Received through last Annual Reporting Date:

1/1/ ~~70~~ 72 – 12/31/~~70~~ 72 (month/year) $ ~~505,000.00~~ 419,490.00

b. Total Expenditures through last Annual Reporting Date above $ ~~496,685.25~~

c. Balance (or deficit) $

d. Estimated Expenditures for ~~5~~ 4 quarters following last Annual Reporting Date $ ~~380,000.00~~ 419,490.00

e. Estimated amount required for next ~~5~~ 4 quarters above $ ~~380,000.00~~ 419,490.00

TABLE OF PAYMENTS REQUIRED

Quarter Ending	Balance beginning of each quarter	Estimated Expenditures (Line d by quarters)	Payments from Ford Foundation	
			Amount	Date requested or received
1 Mar. 31, 1971		~~150,000~~ 169,490.	~~150,000~~ 169,490.00	January 31, 1971 72
2 Jun. 30, 1971		~~100,000~~ 125,000	100,000 125,000.00	April 1, 1971 72
3 Sept. 30, 1971		75,000	75,000	July 1, 1971 72
4 Dec. 31, 1971		~~50,000~~ 50,000	~~50,000~~ 50,000	Oct. 1, 1971 72
5				

Date: _____ Signature: _____

For Ford Foundation Processing

Secretary	Program	Treasurer	Comptroller

Admin - SRC

SRC – Alonso

(Fd. Grant)

MEMORANDUM

To: SRC Staff Members

From: Emory F. Via, Jim Wood, Ruth Vick

DATE: January 21, 1972

The Executive Committee met last night as you know. They offered the directorship to an individual. As soon as the individual makes a decision, the Committee will immediately notify the staff.

They are mindful of our interest in this matter, and believe that they will have a final answer for us in a few days.

EFV/gms

MM DR JB BBM JH. E.K. RC. jsmith RH WLO, WLO, WLO NM PW B.A. BC

SRC Admins

Copy to: Directors file
JCW

THE FIELD FOUNDATION
100 EAST 85TH STREET • NEW YORK, N.Y. 10028

JAN 31 1972

January 28, 1972

Mr. George F. Frazier, Director
The Greater Knoxville Council on Human Relations
310 16th Street
Knoxville, Tennessee 37916

Dear Mr. Frazier:

I have read your letter of January 13 and the enclosures with admiration and deep respect. I do not believe, however, there is anything we can do to help, although I shall certainly be glad to say a good word elsewhere if you ask me to. A foundation our size can do only so much, and that is really very little. We have not been and are not going to be able to contribute to local Councils in Tennessee or, for that matter, elsewhere. As a matter of fact, the Tennessee Council is one of only three or four Councils that we now make grants to, and we are already very heavily committed to Appalachian programs, including legal programs in Appalachia, including ones on issues of black lung, welfare rights, and stripmining.

I have always regretted that Southern Regional Council finds itself no longer able to assist Councils on Human Relations financially or assist them in raising their own funds from foundations. But as I have told Dick Moon, the Tennessee Council is probably raising less of its money locally than just about any other state Council I know of, and I think this is going to become a more and more serious problem for you people in Tennessee. We have increased our annual grant to the Tennessee Council from about $12,000 just a few years ago to $25,000 now, and we will just have to hope you can attract other local or national support.

Sincerely yours,

Leslie Dunbar

/la
cc: Emory Via
Dick Moon

JOINT FOUNDATION SUPPORT, INC.

575 MADISON AVENUE
NEW YORK, N.Y. 10022
755-6023

January 31, 1972

Mr. Emory F. Via
Director, Resources Development Center
Southern Regional Council, Inc.
52 Fairlie St. N.W.
Atlanta, Georgia 30303

Dear Mr. Via:

In 1971 the Bernhard Foundation, which is one of the foundations this office advises, made a grant of $1500 to the Southern Regional Council for the School Desegregation Training Institute. In order to enable the Bernhard Foundation to comply with the reporting requirements for private foundations imposed by the Tax Reform Act of 1969, their grant to you was made subject to the condition, to which you agreed, that you would supply this office with certain information. You have advised us that in your opinion Southern Regional Council is a private foundation under the Tax Reform Act of 1969. You have sent us a narrative description of the specific project in support of which the grant was made and the progress made in accomplishing the purpose of this grant.

If the taxable year of your receipt of this grant is closed, would you please provide us with a certified audit of your organization's financial records with respect to said year and, since the grant was for a specified project, a statement of receipts and expenditures for said project. Would you also supply us with written evidence that the Southern Regional Council has made or will make prior to the close of the taxable year following the taxable year in which it received this grant a "qualifying distribution" (as such term is defined in §4942g of the Internal Revenue Code) of the funds received under the terms of this grant.

If there are any questions about this, please feel free to call me.

Sincerely,

Marjorie A. Fine

Marjorie A. Fine
Executive Director

SRC - Adm

FEB 7 1972

February 3, 1972

Mr. Christopher F. Edley
Program Officer in Charge
The Ford Foundation
320 East 43rd Street
New York, New York 10017

Dear Mr. Edley:

The Arkansas Council on Human Relations has submitted a number of proposals to the Ford Foundation in previous years, and each time we (ACHR) have been informed that the Foundation would not be able to consider our proposals because of our being funded through the Southern Regional Council.

As far as we have been able to ascertain at this time, we will not receive any funding from the Southern Regional Council for this year (1972).

At our regular Quarterly Board Meeting, prior to our Annual Meeting (Jan. 28-29, 1972), the Director of the Arkansas Council presented three projects to the Executive Board that we might submit to the Ford Foundation for possible funding. All of these projects were presented to the Board because of our prior involvement with matters with which they deal. (Education, Prison Reform and Employment)

Because of ACHR's working relationship with two State Administrations (Rockefeller and Bumpers) on prison reform, the Board voted that this proposal should take top priority in our planning for the next three years, and instructed the Director to forward our preliminary draft to officials of the Ford Foundation for their examination and comments.

We have recently gotten tentative commitments from the State Department of Corrections and the State Board of Pardon and Parole to assist our organization with this project.

We have enclosed a first draft of this proposal on prison reform just as it was presented to our Board. Would you please examine it and let us know the possibilities of such a project being funded.

Sincerely,

Elijah Coleman
Executive Director

/m
Encl.

cc: George H. Esser
Program Advisor For The South

Emery Via - Southern Regional
Council

100% COTTON

SRC - Admins

THE FIELD FOUNDATION
100 EAST 85TH STREET • NEW YORK, N.Y. 10028

MAR 2 1972

February 28, 1972

Mr. James L. Draper, Executive Director
Georgia Council on Human Relations
506 Bona Allen Building
133 Luckie Street, N.W.
Atlanta, Georgia 30303

Dear Jim:

I am sorry that I missed you and the others when you were here. I had thought I might escape this winter, but the bug finally caught hold of me.

At any rate, I am glad you had a good talk with George Loft. I understand that you left a proposal, and though I have not yet read it over George has, and I can promise you that it will be given full consideration.

As to doing a mailing to a selected group of foundations, yes of course. You should discuss the situation with as many as possible. I begin to sound even to myself like a broken record, but I will say to you what I have said to others the last several years: the state Councils on Human Relations are disadvantaged in their fund raising by the change in the relationship between them and the Southern Regional Council. I think it is too bad that this occurred, and I continue to wish that it could be repaired, but I am not at all sure it isn't too late.

I do not believe, Jim, that I have yet sent you best wishes on taking on this job, nor have I expressed appreciation to you for doing it. This omission is not because I have not thought so. Good luck to you, and I hope you find the job fully satisfying.

Sincerely,

Leslie Dunbar

/la
cc: Emory Via

Esleeck
Fidelity Onion Skin
100% COTTON

SRC - Admin

MAR 9 1972

THE FIELD FOUNDATION
100 EAST 85TH STREET • NEW YORK, N.Y. 10028
212/535-9915

March 7, 1972

Mr. Elijah Coleman, Executive Director
Arkansas Council on Human Relations
600 West Ninth, Suite 210
Little Rock, Arkansas 72201

Dear Elijah:

I am writing to you even earlier than I promised, but you ought to know. I did not say to you when you were here that we were at the present time undertaking a review of all of our commitments for the next few months but we have been, and it is clear now that budgetary considerations are going to preclude any serious consideration of the Arkansas Council before the Fall. I am sorry, but there isn't much else I can do. I did read all the materials you left with me and was impressed as always with the vigor of your program. If you would like for us to take up a modest, non-repeating grant in the Fall we can give it a try.

Sincerely,

Leslie Dunbar

/la

cc: Emory Via

THE FIELD FOUNDATION
100 EAST 85TH STREET • NEW YORK, N.Y. 10028

MAR 13 1972

SRC - Admin

March 10, 1972

Mr. James L. Draper, Executive Director
Georgia Council on Human Relations
508 Bona Allen Building
133 Luckie Street, N.W.
Atlanta, Georgia 30303

Dear Jim:

We are now farther along in our budget review than we were when you were here, and it is clear now that we can not give very helpful consideration to the Georgia Council this Spring. We can try it in the Fall, if you'd like.

Sincerely,

Leslie Dunbar

/la
cc: Emory Via

Esleeck
Fidelity Onion Skin
100% COTTON

MEMO FROM THE DESK OF:

George Esser

May 12, 1972

Emory:

Have we any background on activities with respect to the Aging that would make it suitable for us to fill in this questionnaire?

Jim:
The deadline for this has passed. Should we fill it out? Have any of our articles or hearing and/or nutrition work related specifically enough to aging to warrant our answering? GE

SRC - Admin

The Southern Regional Council is a biracial organization devoted to the attainment of an equal and open society. It uses research, information, and action programs to assist the people of the South to face current problems so that social justice can be achieved for all peoples in the region. The Council is non-partisan, non-denominational, and non-profit.

314 (Ford) Manpower and Labor Education — 35,000.
Emory T. Vira & Sven Lapp
Salaries, expenses and benefits;

316 Emory Vira & Female Employment
(To be financed differently. Will explain later. Nothing has taken place in this project to date. RV)

318 (Field) School Desegregation Project — 32,000.
Leon Hall, Marge MacLeod & Marvin Lewis

322 (Ford) Community Organization Division — 40,000.
Clarence Wright & Art Campbell

324 (Ford) Special projects #1 — 9,490.
University of South Florida (TV, etc.)

325 (Ford) Printing — 60,000.

327 (Ford) Special Projects #2 — 10,000.
Art Campbell's expenses

332 (Ford) Task Forces — 40,000.

335 (Ford) Bob Anderson, Betsy Fincher & Kitty Jerjen *. (* 1½ mos.) — 40,000.

336 (Ford) Leadership Project — 35,000.
Pat Willets & Ruth Howard

337 (Ford) Consultants etc — 40,000.
Expenses of Univ. of South Florida, PA. J.W. RV. & Bob Anderson
& Bal of $10 in #1 to be charged.

339 (Ford) Special Project #3 — 20,000
Paul Anthony

SRC-Admin

APPLICATION FOR EMPLOYMENT

SOUTHERN REGIONAL COUNCIL, INC.
52 FAIRLIE STREET, N. W.

ATLANTA, GEORGIA 30303 Telephone: 522-8764

(Please print or type)

NAME: _____
(LAST) (FIRST) (MIDDLE OR MAIDEN)

PERSONAL INFORMATION:

Home Address _____
Street & No. City State Zip Code

Home telephone: _____ Office telephone _____ SS# _____

Address immediately prior to above _____

Place of birth _____ Date of birth _____
City, County, State

Height ___ ' ___ " ___; Weight: _____ Physical defects (if any) _____

Marital Status _____ Name of Spouse _____

Number of Children _____ Ages of Children _____ Other Dependents _____

Have you ever been arrested, other than for minor traffic violation? _____

If yes, please explain _____

Military Status: _____

In case of emergency, please notify:

Name _____ Relation: _____

Address _____ Phone No. _____

Physician: _____ Phone No. _____

Are your parents living?

Mother _____ Occupation _____ Father _____ Occupation _____

(A)

EDUCATION INFORMATION: Did you complete High School? _____

Highest Grade Completed _____

(B) Name & Location (College or university)	Dates attended From-To	Yrs. Completed	Degree

(C) Major field of study -- college level

(D) Other schools or Special Training

Grade Average: High School_____; College_____; Grad_____; Special_____

Subject of greatest interest_____; least interest_____

What awards, honors, scholarships, etc., have you received?_____

Do you type?_____Speed_____; take shorthand_____speed_____

Can you operate: Dictaphone?_____; Xerox?_____ Offset?_____

Postage Meter?_____; Other Recorders?_____

EMPLOYMENT INFORMATION (begin with present or most recent and work back)

date (from-to)	Name & Address of Firm	Nature of Duties	Salary (from-to)
(1)			

Name of immediate supervisor & position: _____

Reason for Leaving?_____

EMPLOYMENT INFORMATION (Continued)

date (from-to)	Name & Address of Firm	Nature of Duties	Salary (from-to)
(2)			

Name of immediate supervisor & position _____

Reason for leaving _____

date (from-to)	Name & Address of Firm	Nature of Duties	Salary (from-to)
(3)			

INFORMATION RELEVANT TO SRC POSITION:

What are your special interests, skills, hobbies, etc.? _____

In what civic, civil rights, and/or private organizational activities have, and do you participate? _____

List your experiences in working with community groups, and/or human relations groups, in planning program activities, organizing for action and carrying out plans and projects. _____

What other experiences have you had that would qualify you to work with a human relations organization like SRC? _____

What is your concept of participation in programs that involve people of diverse interests, backgrounds and economic status?

_____

_____

_____

On what date are you available for employment? _____

What is the minimum beginning monthly salary you will accept? _____

I certify that all statements made herein are true to the best of my knowledge and belief. I understand that this is full-time (part-time) employment, and that I will be available for full time (part-time) employment in the position for which I am applying.

_____ Date: _____
Signature of Applicant

REFERENCES: (Please list at least three)

Name: _____ Position: _____

Address: _____ Agency: _____

Name: _____ Position: _____

Address: _____ Agency: _____

Name: _____ Position: _____

Address: _____ Agency: _____

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~~HB~~
~~AK~~
JH
~~AA~~
~~JB~~
SC

AC
~~JH~~

WORKING DRAFT

SOUTHERN REGIONAL COUNCIL STAFF MANUAL

Conference room.

I. MEMORANDUM ON ORGANIZATION

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MEMORANDUM ON ORGANIZATION

I. INTRODUCTION

Our task at the Southern Regional Council is to alert, sensitize, educate and mobilize Southerners on the issues which will determine how well this region develops and produces opportunity and quality of life for its people. By tradition and commitment our special concern is justice, equality and real opportunity for the Black Southerner and the poor Southerner, and thus a region where free men can seek fulfillment, individually and corporately, within a nation that shares the same ideals.

MM: Integration or social relations
GE: equality & justice & opportunity mean integration & social amity
MM referred to VH & insertion of integ. in proper

The South today is a land both burdened by the oppression of the past and encouraged by hope for the future. In approaching our tasks, the Council must:

1. Be constantly aware of the policies and actions which deny justice and equality, restrain or distort sound growth and development, or limit access to the full scope of opportunity.

2. Determine, document and publicize the ways in which current public and private institutions and/or delivery systems fail to achieve the goals of justice, equality, opportunity and rational development, and define constructive policies and procedures which would result in achievement of those goals.

3. Maintain a continuous evaluation of the "State of the South" in relation to each of the major issues the Council selects as primary concerns, and assist the full Council from time to time to identify crucial problems and suggest constructive solutions.

4. Assist individuals and organizations in the region to undertake and demonstrate better ways of organizing and administering essential services.

5. Establish a network of communication in the region so that information flows freely between the Council and individuals and organizations who share the Council's goals.

These are difficult tasks, and it is somewhat presumptuous of a small organization to seek to deal with them. In the future we must not only mobilize additional resources, which will always be too small; we must also find ways to function with the kind of flexibility that will permit the staff to concentrate its available resources on crucial issues, when and where they arise. This memorandum sets forth an organization plan designed to achieve that flexibility.

II. CONCEPTS OF ORGANIZATION

The following concepts will govern the organization of SRC, in accordance with the new directions developed at the staff retreat at Kanuga and which have been evolving over the summer.

1. Compartmentalization and bureaucratization of SRC will be kept to a minimum.
2. The organization will mobilize itself on a management-by-objective basis, which must also be reflected in its budget; SRC must define its objectives for the year and insure, by frequent internal review, that progress is being made on each objective.
3. The task force and project approach will be used as the most effective means of making the most efficient use of limited resources, focusing on the really urgent issues, developing accountability for the achievement of objectives and responding to staff commitment.
4. A task force is defined as a group of Council members, support staff, and other Southerners engaged in the continuous study of a major problem affecting the lives of Southerners. Each task force will have a steering committee of five Council members concerned with policy; involvement of other Council members; continuing staff support headed by a staff coordinator; assistance from consultants and other ad hoc staff; and associate membership from other

Southerners as determined by the steering committee with the advice of supporting staff. Each task force will establish specific objectives and a work plan, and will have a small administrative budget. The work of each task force will be re-evaluated from time to time, and a task force may be abolished at any time that the staff and Executive Committee determine that continuing allocation of major efforts and resources are not necessary. (See section on Task Forces below.)

5. A project is defined as a major activity of SRC which has a specific objective , a specific beginning and predicted termination date, and assigned staff, with a staff member being made accountable for project management and project accomplishment. Specific budget allocations will be made for the support of each project, and budget, accounting and information systems will be devised to assist in the management of the project. A project may be assigned to an individual, or to two or more staff persons. Where necessary the approximate amount of an individual's time to be spent on the project will be defined. A roster of current projects will be maintained at all times for the information of the staff.

6. A function is defined as an on-going activity such as accounting or purchasing, which operates as necessary

support for the work of task forces and projects. Publications and other media programs will be regarded as ongoing functions supporting Council program objectives, and the research and information function will provide continuous support to all program activities.

7. Although, as in any organization, the "buck stops" at the Executive Director, the Executive Director and Associate Director will normally function as a team. Staff assignments, allocation of budget resources, and basic program priorities will be determined in joint consultation. Within this framework of joint responsibility, the Executive Director will give priority to general administration and finance, publications and other media, communication with the Executive Committee and the Council, and fund-raising. The Associate Director will give priority to program development and to establishing a communications network with individuals and organizations sharing SRC objectives in the region. In the absence of either, the other may take full responsibility. Each will serve ex officio on each task force.

8. Staff members whose primary assignment is in program development will be assigned to at least two task forces and to one or more projects, as program priorities are determined within SRC. The goal is to define specific program objectives

and to use staff and other resources outside the Council in the most efficient way to achieve those objectives.

9. Staff members assigned to publications and support functions will be assigned to task forces and projects from time to time unless there is agreement with the Executive Director that their activities are to be limited to support activities.

10. The basic concept, then, is of an "organization without walls," with all parts of the organization being facilitated by the Executive Director-Associate Director team with the fewest possible organization layers and impediments to communication. Program information will be received and generated by all parts of the organization. All personnel will be viewed as participants in the program process, and responsible for the total objectives of the Council. Assignments will always be subject to change as objectives are achieved and new priorities are defined.

11. Program development for SRC will be under the direction of the Associate Director, with advice and support from a Program Committee consisting of:

    a. The Associate Director, chairman
    b. The staff coordinators of task forces
    c. The chairman of the publications committee
    d. The chairman of the research and information committee
    e. The Executive Director, ex officio

periodically

?

The Program Committee will meet weekly to review progress on current task ~~force and project assignments,~~ to assess new priorities and coordination of Council activities, and to make recommendations for new project and task force assignments.

12. Day-to-day coordination of task force and project activities, and research and information functions, will be the responsibility of the Associate Director.

13. Special projects requiring the allocation of staff resources, a budget and support services may be activated by the Executive Director and Associate Director on recommendation of the Program Committee. Normally, activation will be by memorandum as provided under Projects below. Short-range projects to meet "targets of opportunity" may be initiated by the Executive Director or the Associate Director, after coordination to insure that no other Council objectives are adversely affected.

?

14. The Publications Committee will be responsible for the planning, editing and publication of all SRC periodicals and special reports. No publication bearing the SRC imprint will be released without editing by a member of the publications staff, except with the approval of the Executive Director. Personnel of the committee will also be responsible for all SRC public information functions, and will maintain continuing liaison with representatives of all media.

What is a publication

exclusive?

15. Procedures will be worked out by the Executive Director and Associate Director, in consultation with the Program and Publications committees, for an input by task forces and project personnel into the development of informational strategies for periodical publications and other SRC media efforts (such as TV).

16. The research and information committee will have responsibility for providing direct support to all program activities and to publications. Research and information will include the maintenance of a small working bibliographical library information from newspapers and periodicals; the performance of bibliographic and survey research for task forces and projects; the procurement and provision of essential research materials for task forces and projects; and response to general requests for information.

ok? what

17. Day-to-day coordination of general administration, finance and publications will be the responsibility of the Executive Director.

18. The controller will be responsible for fiscal functions and will be responsible to the Executive Director, but will also have direct access to the Executive Committee as the person responsible for overseeing Council expenditures.

19. The Assistant Director Administration will be responsible for these functions: supervision and maintenance of physical facilities and equipment, supervision of reception and mail room functions, business management for publications, and other activities providing support to program activities.

20. There will be an administrative committee consisting of the Executive Director, Associate Director, Controller and Assistant Director Administration which will meet weekly to review problems of finance, personnel and general administration.

21. From time to time, as communications require, the full staff will be convened as a committee of the whole, to convey and receive information and to bring matters of concern before the entire organization. In addition, the staff will take part in staff retreats from time to time, to further develop team-building efforts and to review and evaluate program activities.

22. Functional units will be kept to a minimum in order to reduce overhead, decentralize as much responsibility as possible to the task force and project level, and eliminate bureaucratic tendencies. In order to achieve this goal, staff members must be careful to understand and implement established Council administrative policies.

III TASK FORCE ORGANIZATION

1. Problem areas considered important enough for task force organization will be defined by the Program Committee, reviewed by the entire staff as a committee of the whole, and recommended by the Executive Director to the Executive Committee for formal establishment.

2. A task force will consist of:

   a. Steering Committee - five Council members appointed by the President with the advice of the Executive Committee.

   b. Associate Members --

      (1) Other Council members, according to individual preference.

      (2) Other interested Southerners, with an invitation from the Steering Committee.

   c. Support staff, consisting of

      (1) Staff Coordinator -- Unless otherwise assigned the task force responsibility will be ~~his~~ the coordinator's primary responsibility and involve at least one one half ~~his~~ time.

      (2) Other staff, as assigned by the Executive Director on recommendation of the Associate Director with advice of the Program Committee. Task force assignments other than the staff coordinator will be considered as secondary assignment unless a specific primary assignment is made by the Executive Director and Associate Director.

(3) Research and Information staff, for research support.

d. Consultants, one or more on a retainer basis, as recommended by the staff coordinator and/or the steering committee and by the Program Committee.

3. Functions

a. To inventory and analyze delivery systems with in the problem area and to identify the problems deterring adequacy or equality of services.

b. To monitor continuously what is happening in the region with the help of research and information staff and through liaison with agencies engaged in service delivery and with organizations or individuals representing recipients of services.

c. To define priorities for SRC sponsorship of projects involving:

(1) Research into a problem or issue, long or short-range.

(2) Monitoring of the performance of a specific program which has regional significance.

(3) Support for an innovative and promising demonstration project.

(4) Provision of information, advice or technical assistance on specific programs to interested and concerned individuals and groups within the region.

d. To help define information strategies relating to the problem area for SRC publications and media programs.

e. With the cooperation of the research and information staff to assemble sources of information to provide a continuing clearinghouse function for interested individuals and groups in the region.

f. To provide technical assistance and advice on request to individuals or organizations, as time permits.

g. To issue once a year a policy report which reflects review and evaluation by the task force of the "State of the South" with respect to the problem area involved.

4. Methods of Operation

a. The staff coordinator will have responsibility for a continuous review of the state of the region on issues within the scope of the task force's responsibility.

b. The staff coordinator will convene meetings of the staff members assigned to ~~his task force at least twice monthly.~~

c. The staff coordinator, in cooperation with the Task Force Chairman, will arrange for periodic meetings of the steering committee. The task force will always hold a meeting at the time of the Council's annual meeting.

d. Following an Executive Committee meeting, which establishes a task force, the coordinator of each task force will take the following steps:

(1) Convene a day-long meeting of the staff members of his task force to develop and recommend a strategy and priorities for his task force.

(2) Arrange consultations with persons technically competent in the problems involved and with a cross-section of the agencies defined as significant in the delivery of services in his problem area to determine their perceptions of the problems in the region.

(3) Following steps (1) and (2), to arrange a meeting of the steering committee to review the task force's assignment, its goals, the projects which it considers to have priority, progress on the inventory of problems, and the implications of the inventory.

(4) To arrange at least one consultation in a critical geographic area in the region involving steering committee members, staff members, and concerned individuals (emphasis on Black and poor Southerners) who are affected by the delivery systems.

(5) To arrange for the best possible analysis of census and other standard regional data which will identify continuing problems in the region.

(6) To prepare a report from the task force for the next meeting of the Executive Committee or the Annual Meeting (whichever comes first) which moves as far towards an inventory of critical problems in the region relating to the task force's responsibility as is possible with the information available, which reports program priorities, and which suggests conclusions and recommendations which the task force may recommend to the Council as a policy statement at the time of the Annual Meeting.

e. Staff members of a task force, other than the staff coordinator, may be given specific task force assignments in the following manner:

(1) Program staff, with the approval of the Associate Director, so long as task force assignments do not conflict with major project assignments. The intent is not to require specific permission for minor tasks but to insure overall staff and program coordination if a major amount of time will be required. The staff coordinator and the staff task force member involved are encouraged to use their good judgment.

(2) Administrative staff, to the extent that such assignments do not interfere with primary administrative responsibilities. Administrative staff (including clerical and mail room staff) are specifically encouraged to become involved in task force activities, but priority must be given to primary assignments. Overtime pay or compensatory time for involvement in task force activities will require the approval of the Associate Director.

f. Task forces will be given an annual budget allocation to cover:

(1) Travel for the staff coordinator or for any staff members of the task force on task force business.

(2) Expenses for the necessary travel of steering committee members.

(3) Consultant services.

g. A temporary budget for the initial period of action will be determined and allocated by the meeting of the Executive Committee which establishes the task force.

IV. PROJECT ORGANIZATION

1. Special projects may be activated by the Executive Director and Associate Director on recommendation of the Program Committee, such action to include:

a. Definition of the project objective and means of implementation.

b. The date the project is to begin and the probable date of termination.

c. Staff assigned to the project, with a project leader named if two or more staff members are involved.

d. Allocation of a budget to support the project, with directions for budget allocations to be incorporated into the management information system.

e. Means of implementation of recommended results following completion of the project.

2. This procedure will not apply to "targets of opportunity" which require relatively small amounts of staff time or budgetary resources. Either the Executive Director or the Associate Director may initiate small projects after checking for staff availability.

3. A staff member not assigned to a function may be assigned to one or more task forces and to one or more projects. He must be conscious of his own time commitments, and although he is encouraged to respond to requests and opportunities that come to him individually, he must make sure that his response to requests that come in "off the street" do not conflict with his Council assignments. Staff members with primary functional assignments may be given secondary program

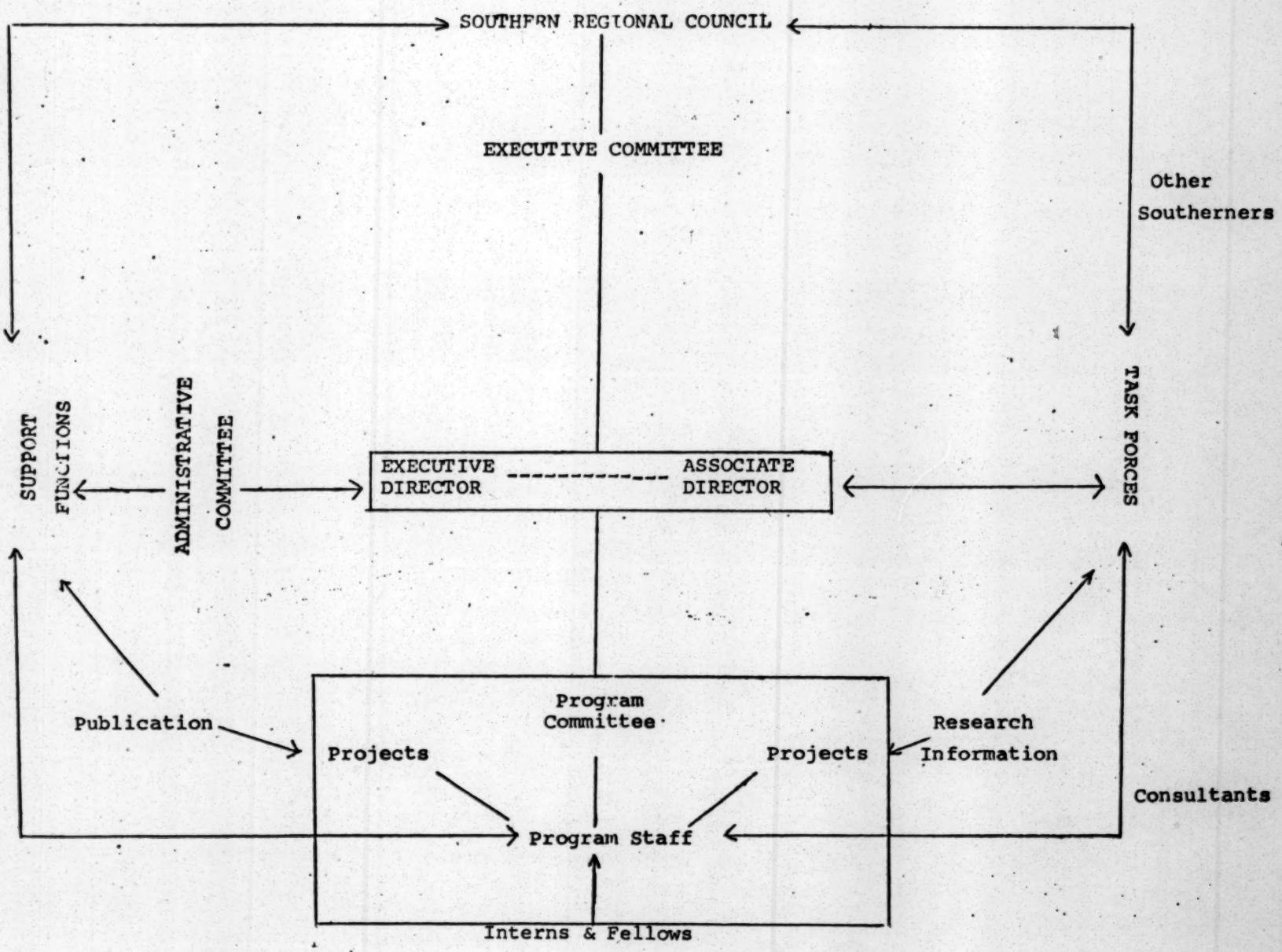
assignments to a task force and/or to a project, and they must be equally careful to conserve their time for assigned responsibilities.

V. AD HOC COMMITTEES

1. Ad hoc committees will be appointed by the Executive Director from time to time to work on specific Council problems.

VI. INTERNS AND FELLOWS

1. As SRC's program develops, we hope to have funds to attract interns to work with SRC for limited periods (generally college students, graduate students or young college graduates) and fellows (with more experience and an established reputation) to work with SRC for more extended periods. As funds become available and internships or fellowships are awarded, these grantees will be given specific assignments.


SOUTHERN REGIONAL COUNCIL
EXECUTIVE COMMITTEE
Other Southerners
TASK FORCES
SUPPORT FUNCTIONS
ADMINISTRATIVE COMMITTEE
EXECUTIVE DIRECTOR
ASSOCIATE DIRECTOR
Publication
Program Committee
Projects
Projects
Research Information
Consultants
Program Staff
Interns & Fellows

II. PERSONNEL POLICIES

WHO ARE EMPLOYEES

directly

SCHR Conduit funds

Persons employed under any budget administered by the Southern Regional Council, whether full or part time, whether housed in the main office at 52 Fairlie Street or at some other location, are employees of the Southern Regional Council and will adhere to the rules and regulations set forth in this manual.

A. Categories of Employees

1. Regular

   Full-time staff, administrative or program, with an indefinite term of appointment.

2. Project

   Persons employed for the...

   ~~Employees~~ assigned to the development and implementation of a specific project or set of related projects with a definite term of appointment.

3. Intern

   Employee whose primary assignment is to gain experience in one or more areas of specialization and who has a definite term of appointment.

4. Temporary

   Any employee whose term of appointment is expected to be less than six months.

EMPLOYMENT AND TERMINATION PROCEDURES

A. Qualifications of Candidates for Employment

Candidates for all positions will be considered on the basis of ability to perform in accordance with the specifications of the position and on strength of character. Application for employment by close relatives of existing employees is discouraged.

B. Hiring Procedures

The staff of the Southern Regional Council is hired by the Executive Director. The current procedures are set forth in his memorandum of 11/13/72 as amended which follows:

November 13, 1972

MEMORANDUM

TO: SRC Staff

FROM: George H. Esser

This memorandum sets forth procedures for the employment of new staff personnel by the Southern Regional Council.

1. Secretarial and Administrative Personnel

In order to utilize the talents and skills ~~and resources~~ of the Black Women's Employment Project, I have asked Harry Bowie to make the staff of BWEP available to the full Council for the purpose of screening and interviewing applicants for secretarial positions and other administrative positions at the SRC. The staff of BWEP, after interviewing all applicants, will recommend three persons to the appropriate person listed below to be interviewed for such vacancy.

Executive Director for Administrative and Support Staff
Associate Director for Program Staff
Publications Director for Publications Staff
Research and Information Director for Research & Info Staff

Responsibility for actual interviewing of the screened applicants may be delegated by the appropriate committee chairman to a member of his staff. Once a specific recommendation has been formulated, the applicant chosen may be interviewed by the Associate Director, if the vacancy to be filled is in the program staff or research and information staff, or by the Executive Director, if the vacancy is in the administrative and support staff or the publications staff. An employment decision will be made after this final

interview.

These procedures are in no way intended to restrict the race or sex of applicants.

2. All Other Positions

Responsibility for seeking qualified persons to fill vacancies to all program positions is vested in the responsible staff member for each program:

The Associate Director for Program
The Chairman of Research and Information Committee for Research and Information Staff
The Publications Committee Chairman for Publications
The Executive Director for Administration and Support

No final appointments will be approved without the approval of the Associate Director for vacancies in program and research and information, and without the approval of the Executive Director for publications and administration and support. Harry Bowie and I will reserve the right to call on each other for advice on specific appointments.

3. Promotion from Within

Seventy days on a week

Time period for applying & posting prior to going outside

When any new position is created or a vacancy occurs in an existing position, a description of the job to be filled (including job title, duties, salary range and qualifications needed) will be posted on the bulletin board. Any current employee who is interested in such position is encouraged to apply in writing to the appropriate staff member listed in paragraphs (1) and (2) above. Any current employee making application for an existing or new position will be interviewed, and special consideration will be given to opportunities for pormotion from within, provided the employee has either the qualifications

3. Promotion from Within (continued)

desired or the combination of experience and capacity to learn which, in the judgment of the person responsible for filling the position, gives substantial promise that the employee can perform the duties required.

4. Probationary Period

Does this cover promotions

For the mutual protection of the Council and of the individuals involved, all new employees of the Council will serve a probationary period of 90 days. Each party has the option to terminate the employment relationship at the end of the 90-day period.

committed to 90 days

Evaluate

General

Once decisions on employment have been made, employment letters will go to all new employees from the Executive Director. All files on new employees will be maintained by the Controller. New employees will be taken by their supervisor to Mrs. Vick on the first day of employment for necessary orientation with respect to salary and fringe benefits. The immediate supervisor will also have the responsibility for taking the necessary time, as soon as possible, to (1) provide orientation to the new employee with respect to the mission and operation of SRC, and (2) to introduce the new employee to other members of the staff. ~~Once the staff manual has been completed,~~ the immediate supervisor will review the staff manual with the new employee.

EMPLOYMENT AND TERMINATION PROCEDURES (Continued)

C. Notice of Termination

With certain obvious exceptions (for example expiration of appointment, dismissal for misconduct, and death), advance notice will be given when the Council terminates employment. As a rule, this notice will be given two weeks in advance for nonprofessional employees and one month for professional staff. The Council will expect similar notice when the employee initiates termination. During the terminal period, salary and benefits will be continued, and the employee will be expected to continue performing his duties. The Executive Director may, in his discretion, modify these terms when conditions out of the ordinary are present. but so as to ~~[illegible]~~ accrued rights & benefits of employee

D. Voluntary Termination

Any employee voluntarily terminating employment at the Council must present a letter of resignation to his superior or to the Executive Director. Upon approval by the Executive Director or the Associate Director, it will be forwarded to the Controller.

E. Involuntary Termination

Any employee may be dismissed for failure to perform in accordance with the requirements of the position in the judgment of the person and/or persons who supervise his work. When an employee is dismissed for failure to perform up to the requirements of the position, he will be given severance pay of not less than two weeks' salary at the rate of salary which was being earned at the time of the dismissal.

or the accumulated

EMPLOYMENT AND TERMINATION PROCEDURES (Continued)

E. Involuntary Termination (Continued)

Any employee may also be dismissed if there is proof that he is guilty of dishonesty, or of conduct which is detrimental to the success of SRC programs. The proof of such dishonesty or improper conduct must be in writing and must be approved by the Executive Director. Where an employee is dismissed for dishonesty or improper conduct, severance pay in lieu of notice will be granted at the discretion of the Associate Director or the Executive Director.

F. Pay at Termination

Annual leave accrued will be paid up to a maximum of 24 working days. Severance pay at termination will be paid at the rate of one half a day for each month of service up to a maximum of 30 days. Terminal compensation will not be paid until all obligations to the Council (such as travel advances) have been satisfied, all credit cards in the possession of the employee have been surrendered, and all property for which he is responsible has been turned in.

HOURS, LEAVES AND FRINGE BENEFITS

A. Hours of Work

The Council's office is regularly open with switchboard service from 8:30 A.M. to 5:30 P.M. Monday through Friday. Unless otherwise specifically assigned, all full-time administrative and secretarial employees shall observe working hours from 9 A.M. to 5 P.M. with an hour for lunch. Employees should record leave when they are more than one-half hour late coming to work, returning from lunch, or when they depart more than one-half hour early. The entire staff is expected to observe good business practices and be in the office by 9:00 A.M.

1. Overload

Rework by Com

To establish a system for the handling of temporary work overload situations, each secretarial position will be paired with another secretarial position for the provision of mutual support. Each such pair will also be paired with another pair. This system is not designed to cope with extensive, extra, full-time work; needs such as this can be predicted and plans formulated. The hiring of temporary personnel can be authorized by the Executive Director or the Associate Director. The Associate Director shall make the assignment of pairs.

2. Overtime

a. Administrative and Secretarial Staff

Normally compensatory leave will be granted employees for overtime worked in excess of regular established working hours. When work schedules do not permit compensatory time, additional compensation at the individual's regular rate will be made at the next pay period. A recommendation as to leave or pay should be made before the overtime is worked.

In either case, a written record of the time worked should be given to the Controller immediately following the overtime work. It is understood that all overtime work must be authorized by the Associate Director or the Executive Director, at which time determination will be made whether compensation will be in the form of pay or compensatory time. The date and number of hours of compensatory time will be furnished the Controller. No cash payment will be made for unused compensatory time.

Overtime Pay

Overtime pay is computed as follows from the employee's straight-time pay in increments of 15 minutes based on the hours worked in the work week.

Monday-Friday	
Hours worked between 35 and 40 per week	straight time
Hours worked in excess of 40 per week	time and one-half

HOURS, LEAVES AND BENEFITS (Continued)

Overtime Pay

Saturdays	
First 8 hours	time and one-half
Over 8 hours	double time
Sundays, holidays, and office closings	double time

Payment for overtime will usually be made in the paycheck for the pay period after that in which the overtime was worked.

b. Professional Staff

The Council does not pay for overtime for professional personnel. Professional staff, in order to carry out their assignments, will normally put in additional hours during the normal work day, on weekends and during trips. By the nature of their employment, there will be no overtime or compensatory time provisions for professional staff, but where their schedules necessitate reasonable absences from the office, such absences will be left to the judgment of the individual staff member.

B. Leave Policy

The Council grants both annual and sick leave at the rate of one and one-half work days for each full month of service. Vacation is not granted to temporary employees. However, temporary employees may earn one-half day a month sick leave. A temporary employee who subsequently is employed on a non-temporary basis will be credited with any accumulated sick leave he may have accrued from the date of first employment and with vacation leave from the date of first employment.

Pro-rated

HOURS, LEAVES AND FRINGE BENEFITS (Continued)

B. Leave Policy (continued)

1. Annual Leave

Employees of the Council should take annual leave at a time that will least interfere with the efficient operation of their duties or those of the Council as a whole. Requests for leave should be made in writing in advance to the employee's supervisor[1] and, if approved, should be forwarded to the Controller's office. Requests for leaves should be made at least 10 days in advance to allow time for securing approval. Emergencies will, of course, be excepted.

Annual leave can be accrued until the employee has reached a total of 24 working days' leave. After an employee has accrued 24 days of leave to his credit, he cannot earn any more leave until some of his accrued leave has been taken. (Example: Employee had 24 days accrued leave on December 31 and did not take any leave until the following March when he took 5 days; he would then have 19 days accrued leave plus 1½ days for the month of March, giving him a total of 20½ days at the end of March.) Policy relating to the payment for accrued leave at termination is found in II:4.

[1]Supervisor in this instance means:

Executive Director for Administrative and Support Staff
Associate Director for Program Staff
Publications Director for Publications Staff
Information Director for Information Staff

HOURS, LEAVES AND FRINGE BENEFITS (continued)

2. Sick Leave

Sick leave with pay is allowed whenever an employee is incapacitated due to sickness, injury, or when some member of his immediate family has a contagious disease, is seriously ill or dies. If no advance notice has been given, the employee is expected to notify the office as soon as possible, cite reasons for his absence, and make an estimate of the length of the absence. Sick leave may accumulate up to a total of 66 work days or the amount required to activate the disability insurance policy, whichever of the two is smaller. If an employee has a serious illness which keeps him away from the office for a period of time beyond the sick leave accrued to his credit, the Executive Director may either grant leave without pay or advance sick leave at his discretion.

When sickness occurs within a vacation period, the period of illness will be charged to sick leave. Applications for substitution of sick leave for vacation shall be made immediately after the expiration of the vacation period. When an employee leaves employment at SRC, all accrued sick leave is forfeited at that time.

Maternity Leave —

3. Civil Leave

Jury Duty - When an employee is called to serve on a jury, he shall be entitled to leave with pay for such duty and for such period of absence as required. He shall also be entitled to his regular compensation in addition to the fees received for jury duty.

Military Leave - Any employee who is a member of the National Guard or a member of a reserve unit of some branch of the United States Armed Forces, and by virtue of such membership is required to engage in an active training period, shall be granted military leave for a period not to exceed 12 working days during each 12 months' period. During such military leave, the employee will receive his normal pay plus any compensation received from his military unit for such service. Any military leave of absence required beyond 12 working days per year must be taken as annual leave or leave without pay if there is not enough annual leave credited to the employee.

HOURS, LEAVES AND FRINGE BENEFITS (Continued)

4. Holiday Leave

The office of the Council is closed on the following holidays:

a. New Year's Day

b. Martin Luther King's Day

c. Memorial Day (the Monday of the federal three-day weekend)

d. July 4

e. Labor Day

f. Thanksgiving Day and the following Friday

g. Christmas Day. Christmas Eve and the day after Christmas may be designated holidays by the Executive Director when the work load permits.

Whenever a holiday falls on Sunday, the following Monday may be taken. Holidays falling on Saturday may be observed upon the Friday before the holiday. Other special religious holidays may be observed by individuals upon authorization by the Executive Director or the Associate Director.

5. Professional Development Leave

A ~~professional~~ employee may be granted up to six days per year to attend professional meetings of his choice which are related to his field of specialization. This leave is non-cumulative and may be granted only on the approval of the Associate Director or the Executive Director.

HOURS, LEAVES AND FRINGE BENEFITS (continued)

6. Leaves of Absence

A leave of absence is permission granted by the Council to an employee to be away from work for a stated period of time for reasons and under conditions agreed upon at the time the leave is granted. Normally leaves are granted without pay and are granted to recognize the mutual intent of the employee to return to active service and of the Council to restore the individual to active service at completion of the leave period. Leaves of absence must be approved by the Executive Director.

Benefits While on Leave of Absence. Benefits to a person on leave of absence (with the exception of retirement contributions) will be continued by the Council for a period not to exceed 24 months. Vacation credits do not accrue during leaves of absence in excess of one month.

7. Leave Records

Each individual will maintain a record of his leave for the current quarter. Such records should be submitted to the Controller on forms to be supplied by the Controller at the end of each quarter. No salary to be earned following vacation will be advanced under any circumstances, but advance annual leave may, in special situations, be granted with the written permission of the Executive Director or Associate Director.

HOURS, LEAVES AND FRINGE BENEFITS (Continued)

8. Notice When Away from the Office

It is the responsibility of those who travel or are otherwise away from the office to keep the appropriate secretary and the receptionist informed as to dates, places, and how the individual may be reached while out of the office.

A calendar will be maintained by the receptionist indicating planned out-of-office dates for individuals. The dates should include both SRC travel and vacation plans.

C. Fringe Benefits

1. Insurances

Every regular employee shall be eligible for participation in the group hospitalization, life insurance and income protection plans as provided by the SRC. The details of these plans will be furnished each employee by the Controller's office. Project employees and interns will be covered by these plans or by some special plan to meet special needs.

2. Retirement

This section will be written when the new plan is complete. It is expected, however, that only regular employees will be eligible. Provisions for project employees may be made at the time of appointment.

3. Dues and Memberships in Professional & Technical Societies

a. The SRC wishes to encourage appropriate memberships in professional organizations related to the individual's SRC assignment by providing reimbursement for initiation fees and dues up to $100 a year and reasonable expenses involved in attendance at periodic meetings. This reimbursement is designed to help meet the need of SRC staff to maintain professional contacts and to keep up-to-date their professional qualifications. This policy does not cover memberships in private clubs.

HOURS, LEAVES AND FRINGE BENEFITS (Continued)

3. Dues and Memberships in Professional & Technical Societies

b. Eligibility. The SRC will reimburse regular members of the staff for membership dues in professional societies in a total amount not to exceed $100 annually:

- where each membership is related to the individual's SRC assignment, and
- where the individual maintains an active interest in the affairs of those organizations.

This dollar limitation does not apply to travel expenses, registration fees, or other expenses involved in attendance and participation in meetings and conferences of these professional societies. Payment for such attendance will be claimed through submitting the regular expense report form.

c. Guidelines. The following statements are to be regarded as general guidelines:

- When there is a choice of class of membership, the class most appropriate to anticipated participation should be elected.
- Where appropriate, information and publications arising out of membership should be made available to the SRC library.
- Where members of the staff are designated to represent the SRC's corporate memberships in organizations, those memberships will not disqualify staff members from receiving the $100 reimbursement for their individual memberships.

d. Procedure. Individuals should, through discussion with the Associate Director or the Executive Director, reach an agreement as to SRC's support of memberships under this section. Once agreement has been reached, the Controller will make payment.

HOURS, LEAVES AND FRINGE BENEFITS (Continued)

4. Continuing Education

The SRC encourages regular staff members to develop their abilities or improve their skills through after-hours study. To this end, the SRC provides financial assistance in the form of full tuition for course work in accordance with the following guidelines:

Eligibility. All regular full-time employees of the SRC are eligible to a apply for tuition for one course at a time. Consultants, part-time employees and temporary employees are not eligible under this policy. Tuition will be paid at the beginning of a course, but tuition for a second course will not be paid until the first course has been satisfactorily completed.

Limits of Tuition.

Courses Leading to a Degree. Tuition will be paid for courses that earn credit toward a recognized academic degree.

Other Courses. Tuition will be paid for course work which pertains to the individual's present or potential future SRC assignment, and is undertaken primarily for the purpose of maintaining or improving skills required of the individual in his present or potential future SRC assignment.

Languages. In the case of foreign language study, it must be evident that the employee needs to develop or improve his language facility in the interests of the SRC program effectiveness, before being approved for payment.

HOURS, LEAVES AND FRINGE BENEFITS (Continued)

4. Continuing Education (Continued)

Skills. Payment will be made in the case where the primary responsibilities of an individual to the SRC require development or improvement of such skills as typing, shorthand, data processing, or accounting.

Excluded Courses. No payment will be made:

- for courses started before the beginning of SRC employment;
- unless the Application for Tuition is approved at the beginning of the course;
- for private instructions for lessons such as piano, art, sculpting, etc. even though the courses may be required for a degree.

Tuition will not normally include registration fees, laboratory fees, or cost of books, supplies or other miscellaneous expenses.

Fees for correspondence courses will be considered.

It is expected that course work (and transportation) will be scheduled so as not to interfere with normal working hours.

Procedure for Tuition Payment. The employee shall make a written request to the immediate supervisor, who in turn seeks approval from the Executive Director or the Associate Director. The initial request should include a short statement of why the individual wishes to take the course and the total costs the individual is requesting.

HOURS, LEAVES AND FRINGE BENEFITS (Continued)

5. Salary Payments

The staff is paid by check on the fifteenth and the last day of the month. Whenever the fifteenth or the last day of the month falls on a Saturday, Sunday, or holiday, pay checks are written on the work day preceding.

6. Salary Advances

The Council is not permitted by law to make salary advances which are actually loans. Assistance, in the form of pre-arranged procedures, will be provided to staff members who wish to borrow from a bank.

7. Employee Participation in Political, Civic, and Community Affairs

Two fundamental principles govern our approach to the subject. The first is a clear recognition that Council staff members are, as private citizens, fully entitled and free to engage in political affairs, including participation in election campaigns on their own time and with their own resources and facilities. The second is that in our capacity and activities as staff members, we must be aware that the Council's continued strength, and even existence, depend greatly on our operating clearly within the law, and on maintaining public confidence in the Council as an independent, non-partisan organization dedicated to educational and charitable purposes.

7. Employee Participation in Political, Civic and Community Affairs (Continued)

For the most part, these two principles provide the general guidance necessary in this area, but obviously there will be times when the facts and circumstances surrounding individual participation in this or that activity make the principles difficult to apply. So, as a practical matter, the good judgment of individual staff members will be needed in such particular cases.

We wish to emphasize the point that participation in public affairs is one of a citizen's fundamental rights. It is in large measure to confirm the clear right of our staff members, as individuals, to engage in public affairs that these guidelines are set forth. Should you need or desire assistance in interpreting or applying law or Council policy in difficult cases, please communicate with the Executive Director or the Associate Director.

Office space, materials, auto phone

HOURS, LEAVES AND FRINGE BENEFITS (Continued)

8. Part-Time Employees

All sections of this manual will apply to part-time employees except for the section relating to hours, leaves and fringe benefits, or otherwise specifically excluded

III. TRAVEL POLICY

TRAVEL POLICY

Staff will be reimbursed for travel and actual expenses in connection with field work for the Council. All travel requires the approval of the Associate Director or the Executive Director. Requests to travel within the SRC's eleven-state area can be made informally; requests for travel outside the area should be made in writing (Washington will be considered inside the SRC area). These requests should include justification and estimated costs.

The Council extends the privilege (as a matter of convenience) to staff members holding credit cards to use them to charge personal expenses which will be reimbursed by other organizations. In all such cases, the Council must be promptly reimbursed for all such expenses whether the payment from the outside agency is in the form of reimbursed expenses or honorarium in lieu of expenses. Individuals should request that such payments be made directly to the SRC.

A. Guide Lines

The following requirements and suggestions are given as a guide for SRC staff and others who incur expenses to be paid by the Council. The guide is not established to create severe restrictions or to curtail efficiency. Rather, it is a reminder of our responsibility to use the funds available as effectively as possible.

1. Air. Tourist accommodations should be used whenever possible. Except in unavoidable circumstances, first class fares will not be paid between points where frequent tourist service is available.

GUIDE LINES

2. Credit Cards. Individuals who travel regularly will be furnished Air Travel, American Express, and Hertz Car Rental Cards. The American Express card is intended to be used for meals, hotels and gas only. Should the American Express card be used in an emergency situation to purchase a transportation ticket, a full explanation should be made to the Controller as soon as possible.

3. Ground Transport.

a. Airport Limousine - Should be used whenever it provides adequate transportation rather than taxicabs.

b. Taxicabs - Please use this service as sparingly as possible. Heavy use of taxicabs is often cheaper than car rental, so costs should be compared.

c. Private Automobile - Reimbursed at the rate of $.10 per mile. This amount includes all travel costs related to the use of the automobile except such items as parking and tolls. Private automobiles should not be used unless common carriers would be more costly or not available or would not permit fulfillment of duties.

d. Rental Automobile - Should not be used unless common carriers would be more costly or not available or would not permit fulfillment of duties. Please note that we receive a 20% discount from Hertz.

National?

Employees are urged to take advantage of the insurance option offered by Hertz.

GUIDE LINES

3. Ground Transport (Continued)

e. SRC's Automobile - Is to be used to increase the efficiency of the staff and to reduce travel costs. The car is to be used to the benefit of the Council. Staff should use the car:

- When its use saves money
- When its use is a convenience but does not increase costs. In making judgments, please include time as a cost.

The car is not to be used for any travel purpose if the cost of such travel would not otherwise be borne by the Council.

Requests for the use of the car will be made to the secretary to the Controller on the form provided. Requests will be honored on a "first come, first served" basis. When the car is returned, please report the condition of the car, mileage, gas and oil used, etc. We will leave in the car an order book in duplicate to be used for this purpose. Leave the duplicate in the book and give the copy to the secretary when the keys are returned.

f. Subways, Buses, etc. - Are often quicker than taxicabs and should be used when practical.

GUIDE LINES

4. Guest Expenses

Reimbursement for the cost of meals, beverages, and tips is authorized for official guests of the SRC. Names and affiliation of the guests should be noted on the expense form as well as the nature of the official business discussed, the location, and date.

5. Hotels

A single room with bath is considered adequate for most business trips. Reservation requests should stipulate "Minimum available rate."

6. Meals

No set formula. Generally, $2.00 for breakfast, $2.50 for lunch, and $5.50 for dinner are considered adequate amounts. It is recognized that costs in, e.g., New York may be somewhat higher and those in a small Southern town may be somewhat lower. The IRS requires that all meals in excess of $25.00 (at one sitting) be accompanied by a receipt and an explanation, e.g., business, etc.

7. Other

Miscellaneous and incidental expenditures should be listed on the expense form under "other."

B. Travel Advances

Travel advances must not be in an amount greater than the estimated cost of the current trip.

No travel advance will be made until expense accounts have been submitted covering any previous advances. Travel advances complying with the above are available on request to the Controller. However, staff is requested to plan so that as many advances as possible can be made on the 10th and 25th of each month.

C. Expense Reimbursement

Reimbursements will be made on the 10th and 25th of each month. Requests for reimbursements of expenses should be made on the regular SRC expense form and be filed with the Controller by the 5th or the 20th. The request should indicate the purpose, destination, and date(s) expenses were incurred and any other pertinent information. Hotel bills, tickets, and other available supporting data should be submitted with expense accounts. Travel costs or any portion thereof for spouses are not honored. Where practical, requests for expense reimbursement should be made immediately after the trip in which the expenses were incurred. In no case should such requests be accumulated over a long period of time.

Imprest account — Purchase Procedures

Petty Cash —

IV. USE & MAINTENANCE OF EQUIPMENT

OFFICE MACHINES

Service on all office machines should be performed only by authorized service representatives. If a machine, with the exception of the Xerox machine, is out of order, contact the Assistant Director Administration. If the Xerox machine is out of order, contact the mail room.

1. Duplicating

Duplicating (except for xeroxing) is under the control of the Assistant Director Administration. Each department will be furnished with a supply of forms to be used in requesting duplicating work. An example of that form appears in the Appendix to this manual. Individuals not assigned to the duplicating machine will not use the machine without permission.

2. Xerox Machine

The machine may be operated by anyone of the staff. However, only those individuals assigned the responsibility will put paper and/or toner in the machine or make any adjustments except for the number of copies or reduction. Staff is reminded that when material is originally typed in the office and the need is greater than 15 copies, offset should be used.

EQUIPMENT INVENTORIES

A master list of all tangible personal property owned or leased to the SRC is maintained by the Controller. Inventories are taken periodically to account for the property and to ascertain its condition.

MAIL

Incoming Mail. All mail received at the SRC will be opened as SRC mail unless it is marked personal or confidential. Personal mail will not be opened but will be placed in individuals' boxes.

Outgoing Mail. Mail will be taken to the post office at about 10:30 A.M., Noon, 3:00 P.M. and 5:30 P.M.
When requesting particular postage rates, care should be taken that the lowest rate to accomplish the task is requested.

TELEPHONE

Our telephone system provides eight separate outside lines, six local and one out-going Area 1 WATS line (North Carolina, South Carolina, Florida, Tennessee, Alabama, Mississippi, and Kentucky) and an incoming Area 1 WATS line.
Inter-office calls can be made by dialing the number of the extension desired. Local calls can be made from any extension by dialing the number nine (9) and the number desired.

Long Distance

Outgoing. Within the Area 1 WATS Zone, every effort should be made to use the WATS line. The WATS line is obtained by request to the SRC switchboard operator. Calls are made as any other direct dial long distance, i.e., 1-Area Code-Number desired.
Long distance calls outside of the WATS area should, if possible, be charged to a credit card. This allows charging to the proper budget. For calls made and not charged to a credit card, a log should be kept.

TELEPHONE

Long Distance (continued)

Outgoing. The above procedure does not prevent direct dialing where direct dialing can be expected to provide a savings; however, a direct dial log should be kept.

Incoming. Within our WATS area we wish to encourage the use of our incoming WATS, particularly for those individuals who do not have an agency budget. For calls from outside the WATS area, we encourage similarly situated individuals to call collect.

Personal Calls

While it is recognized that some local personal calls are necessary, the staff is urged to keep such calls to a minimum. Should an emergency situation require a staff member to make a long distance call from the office, the staff member should obtain the amount of charges and report the same to the Controller. If the call is within the WATS area, the place called and the length of time used should be reported so a proper charge can be made.

V. BUILDING SECURITY & MISCELLANEOUS

BUILDING SECURITY

In order to provide building security while still allowing access to the building after normal office hours, the building employs a night watchman so that access can be had 24 hours a day, 7 days a week. Anyone entering or leaving the building after office hours should sign the daily register maintained by the night watchman indicating the time entering and the time leaving the building. The watchman does not have keys to the office. Keys will be furnished those individuals needing access.

APPENDIX

GRIEVANCE PROCEDURE FOR THE EMPLOYEES OF SRC

Step One

When a dispute involving working relations arises, the complaining employee may submit a written statement of the grievance to his immediate supervisor within five working days. (If the grievance involves another person, that person should also be given a copy of the grievance.) An answer to the grievance shall be given in writing within five working days of its receipt unless travel schedules or the press of business require a reasonable extension.

Step Two

If the reply at Step One is unsatisfactory, the complaining employee may submit his written grievance to the Executive Director within five working days of receiving the Step One answer. The Executive Director shall get from the aggrieved employee's supervisor the written Step One answer. An answer to the grievance shall be given within five working days of its receipt unless travel schedules and the press of business require a reasonable extension.

Step Three

If the employee believes that the grievance is not resolved, the employee may submit the grievance in writing to the Staff Grievance Committee within five working days. The Grievance Committee will be composed of three members of the staff elected by the staff by secret ballot. This Committee will have advisory powers only. The Committee will advise the Executive Director who then will make a further determination in the case. A copy of the Committee's recommendation will be given to the complaining employee. The Committee's response to the Director shall be within five working days after receipt of the grievance statement. The Executive Director will give his

GRIEVANCE PROCEDURE FOR THE EMPLOYEES OF SRC

Step Three (continued)

answer in writing within five working days. The time limits in this step may be extended for a reasonable time by mutual agreement or if the press of travel or business may require it. The decision of the Executive Director at Step Three shall be final and binding.

RECORDS

The complete written record of all grievances shall be maintained in the office of the Executive Director.

NOTES

1. The Grievance Committee will serve for 12 months at which time its work and this procedure will be subject to review.

2. An alternate member of the Grievance Committee shall serve when a regular member of the Committee is directly affected by the grievance or when a regular member is unavailable for an unreasonable length of time.

3. The following persons are not eligible to serve on the Grievance Committee: The Executive Director, The Associate Director, the Assistant-Director-Administration, the Controller, the Chairman of Information and Research, the Chairman of Publications and the Secretary to the Executive Director.

4. The following persons will not vote in the election for members of the Grievance Committee: The Executive Director and the Associate Director.

5. In order to insure representation from as wide a staff spectrum as possible, one member and an alternate of the committee shall be elected from a list of project directors and task force co-ordinators. The other two members and an alternate shall be elected from the remaining eligible staff. In each case, the highest vote receiver would be elected the member or members; the next highest will be the alternate. The staff will be asked to vote for two people from the list of project directors and task force co-ordinators and three people from the remaining eligible staff. The first ballot will be a nominating ballot; however, should individuals receive an absolute majority, they will have been elected. An absolute majority will not be required on subsequent ballots. The second ballot, assuming noone had been elected, will carry the names of the top three and five vote getters respectively. Additional ballots will be held if necessary.

~~Mat'y~~

File

SRC - Staff Manual

SRC - Adm

P. O. Drawer 98
Midway, Florida
March 21, 1972

MAR 22 1972

Southern Regional Council
52 Farlie Street, N.W.
Atlanta, Georgia 30303

Dear Sirs:

The Midway Community Improvement Association, working in conjunction with the Gadsden County Chapter of the NAACP, is endeavoring to sponsor between five (5) and eight (8) persons to seek election to a like number of public offices this fall.

Because Gadsden County is a very rural community and the economy is one of the worse in the nation, ranking in 1968 as 198 of the 256 most needy counties in the nation, local resources are insufficient to handle the tremendous task that must be accomplished if blacks are to play a major political role in determining policies that effect their lives. Blacks outnumber whites by a 60 percentage out of a population of approximately 39,000 persons as of the 1970 census take.

The political positions to be sought during the upcoming election and the qualifying fee for each are as following:

	Position	Salary	Qualifying Fee
1.	Superintendent of school	$17,000	$1700
2.	County Sheriff	15,000	1500
3.	County Commission -3 @	1,200	360
4.	School Board -2 @	1,200	240
5.	Supervisor of Elections	11,000	1100
			$4900

Note that the above qualifying fees represent 10% of the annual salary for each position. Salaries quoted are as of 1970, but indications are that they are the same presently. At any rate, if the above amount requested is granted but is short of what is actually needed, the difference could be raised locally. On the other hand, if the

Southern Regional Council
52 Farlie Street, N.W.
Atlanta, Georgia 30303

grant request is honored and the amount is in excess of what is needed because the fees may be lower or all of the positions are not sought, the difference will be returned to you with an explanation.

To better enable us to make preparations before too near election time (September), we would appreciate a reply at your ealiest convenience, telling us what we can expect in terms of financial assistance from you.

Sincerely,

W.A. McGill

W.A. McGill, President
Midway Community Improvement
Association

WAMcG/ph

cc: Mr. John E. Hutley, President
Gadsden County Chapter, NAACP

Mrs. Vivian D. Kelly

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
FRANK SMITH, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

March 22, 1972

Mr. W. A. McGill, President
Midway Community Improvement Association
P. O. Drawer 98
Midway, Florida

Dear Mr. McGill:

We have received your letter requesting assistance in paying qualifying fees for candidates for local office. Federal tax laws forbid our taking part in election campaigns and the providing of such funds as you seek.

I am taking the liberty of sending your letter to the Southern Elections Fund, 88 Walton Street, here in Atlanta. I feel certain that you will hear from them if they are in a position to be of assistance.

Sincerely,

Emory F. Via

Emory F. Via, Director
Resources Development Center

EFV/gms
CC: Southern Elections Fund

H&P and copy of letter to Esser with this on in SRC Administration

MEMORANDUM

27 March 1972

TO: Emory Via and Art Campbell

FROM: George Esser

SUBJECT: Evaluation of Housing Policies and Programs in Southern Rural Areas

I am enclosing a copy of an RFP from OEO concerning a detailed study and evaluation of rural housing in the South. LIHDC is submitting a proposal in response, and Bob Smith tells me that his chances are relatively good to secure the contract.

Bob has asked me if SRC would be interested in being included as a potential subcontractor under the LIHDC proposal for these functions:

1. Summer of 1972: participate in discussion of data which needs to be collected. Only a few days would be involved.
2. Summer of 1973: One or more staff participate for up to 30 days in evaluation of data that has been collected and in formulation of recommendations for a national rural housing policy.

Subject to review and comments from each of you, I have told Bob to go ahead and include SRC as an interested party for each of these functions. No action by SRC in formulating the details of it's responsibilities would be necessary until after the proposal is submitted and acted upon. But if there should be a staff recommendation that SRC not participate in these ways, we should let Bob know soon after April 1. He must submit his total proposal by April 14.

Bob is proposing to subcontract the collection of data to land grant institutions in the region. He assumed, and I agree, that SRC would not be interested in a share of the detailed data gathering process.

Could you let me have your comments by April 5 or 6?

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
GEORGE H. ESSER, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

March 30, 1972

Mr. George H. Esser
212 East Rosemary Street
Chapel Hill, North Carolina 27514

Dear George:

Art and I have read your memo regarding Bob Smith's invitation to sub-contract for limited purposes regarding his proposal for a study and evaluation of rural housing in the South.

We think he should proceed ahead and be assured of our interest and cooperation.

Before too long we should discuss in greater detail the whole matter of sub-contracts where the original source of funds is governmental. We are currently operating the Black Women Employment Project on a similar basis. It may be advisable to have a policy review of this matter sometime after you have had a chance to hear staff views and our experience (limited) to date.

Sincerely,

Emory

Emory F. Via, Director
Resources Development Center

EFV/gms

SRC - Admin

Gene:
Note date on your calendar, please
E.

April 6, 1972

MEMORANDUM

TO: JW, BW, BA, LH, AC, PW, AH, PN

FROM: Emory Via

On April 19, 1972 George Esser will be in the office with Harry Bowie from the Delta Ministry. George would like for you to have an opportunity to talk with Bowie and for him to get to know SRC staff and program. Please make every effort to be available sometime during that day. Thanks

April 11, 1972

Joint Foundation Support
Miss Marjorie Fine, Executive Director
575 Madison Avenue
19th Floor
New York, New York 10022

Dear Miss Fine:

Enclosed is a copy of our Auditors' Report for 1971 and a summary financial statement for our School Desegregation Project Training Session. We are indebted to the Bernhard Foundation for their timely contribution to a very significant 10-day training program.

You have already received a narrative report on the training session and you will soon receive a copy of the narrative report of Council activities for 1971.

Please be in touch with me if you need anything further.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms
Encl.

toward equality: the pain of change in 1972

SRC - Adm Action

MAY 19 1972 INSTITUTE OF THE NAACP LEGAL DEFENSE AND EDUCATIONAL FUND, INC.
Co-Chairmen: Bishop Paul Moore, Jr.; Leontyne Price

April 14, 1972

Mr. Pat Watters
Southern Regional Council
Atlanta, Georgia

Dear Mr. Watters:

My Co-Chairman, Miss Leontyne Price, joins me in inviting your organization to be a Co-Sponsor of and to attend the NAACP Legal Defense Fund Institute, to be held on May 19th in New York.

Today, rights to equal educational opportunity assured by the U.S. Supreme Court in 1954 are in grave danger. Hard-won achievements of the past two decades in providing black schoolchildren with an equal chance to learn, are threatened.

School integration has become a national issue, affecting Northern and Western suburbs which once pointed scornful fingers at a guilty South. Now, national leaders, in an evidently political attack on busing, plan to dismantle school integration even where it has been ordered by courts of law.

In this crisis, the NAACP Legal Defense and Educational Fund, which won the hundreds of battles in the courts to desegregate the schools, calls upon its friends to come together at an all-day Institute on the 18th Anniversary of the Supreme Court decision. On May 19th, at the Hotel Americana, distinguished leaders in education, the law and human rights will consider steps essential to halt the present retreat from equal rights.

Your participation as an organizational Co-Sponsor will help insure that the Institute receives attention appropriate to the urgency of the issue with which we are concerned. As a Co-Sponsor you will be acknowledged in the Institute Program. Can you let me know by May 5th?

Co-Sponsorship entails no obligation. Whether you elect to co-sponsor or not, we hope that members of your organization will attend Institute Sessions. We will gladly provide you with additional copies of our invitation for distribution. You may reserve a table at the Institute luncheon at the special organization rate of $125 for ten places.

I look forward to hearing from you and, I hope, to seeing you on May 19th.

Sincerely yours,

Paul Moore, Jr.

Paul Moore, Jr.
Co-Chairman

LDF Legal Defense Fund 1776 BROADWAY, NEW YORK, N.Y. 10019 / telephone 586-8397
WILLIAM T. COLEMAN, JR., *President;* LOUIS H. POLLAK, *Vice President;* DR. GEORGE D. CANNON, *Secretary;* MRS. THORNBURG COWLES, *Treasurer;* JACK GREENBERG, *Director-Counsel;* JAMES M. NABRIT III, *Associate Counsel;* JUDGE FRANCIS E. RIVERS, *President Emeritus*

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

OFFICE OF THE SECRETARY

WASHINGTON, D.C. 20201

APR 17 1972

APR 21 1972

Mr. Paul Anthony, Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 03303

Dear Mr. Anthony:

The Administration currently has more than a dozen bills pending before the 92nd Congress in which the Department of Health, Education, and Welfare has a major role. Because your organization is keenly interested in a number of these legislative proposals, the Department would like the opportunity to respond to any questions you may have about them.

To assist us in providing you with adequate information, either through informal meetings or mailings, we would appreciate your completing the attached form. Please indicate those issues which are of special interest to your organization and the staff person or persons within your organization who have primary responsibility for them.

As you will note, the enclosed list includes only the major HEW proposals. If you would like information about further HEW legislative initiatives, please let us know.

We look forward to hearing from you soon.

Sincerely,

Stephen Kurzman

Stephen Kurzman
Assistant Secretary
for Legislation

Enclosure

JOINT FOUNDATION SUPPORT, INC.

575 MADISON AVENUE
NEW YORK, N.Y. 10022
755-6023

APR 21 1972

April 18, 1972

Mr. Emory F. Via
Director
Resources Development Center
Southern Regional Council, Inc.
52 Fairlie St. NW
Atlanta, Georgia 30303

Dear Mr. Via:

Thank you very much for the Auditors Report and the Financial Statement for your school desegration project training session. I very much appreciate your promptness in sending these and don't wish to give you the feeling that we're rushing you with respect to the narrative report. As soon as it's ready, if you would send it along, we would be very grateful.

I guess because I'm a lawyer, I'm curious about something in the financial statement and it is not absolutely crucial that you answer this but I just thought I'd draw it to your attention. On the Financial Statement for the school desegration training session, disbursements totaled $4,541.60 while on the statement of changes in fund balances for the year ended December 31, 1971 (page 5 of your Auditor's Report) there were deductions from the school desegration training session fund of $4564. You must agree with me that this is a tiny point but it got my curiosity raised.

Sincerely,

Marjorie

Marjorie A. Fine
Executive Director

g

Subsequent charge
auditors "road"

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
GEORGE H. ESSER, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

April 21, 1972

Miss Marjorie Fine
Executive Director
Joint Foundation Support, Inc.
575 Madison Avenue
New York, New York 10022

Dear Marjorie:

"Your mill grinds exceedingly fine." Pun intended, no matter how painful. First of all, you are absolutely correct. There is a discrepancy between our Auditor's Report and the informal detail breakdown of expenditures for the School Desegregation Project Institute.

The difference has a two-fold explanation. First, the informal statement was made at the time that we were seeking the balance of the funds from the Southern Education Foundation. They agreed to pay the exact balance rather than some rounded lesser figure. Subsequently bills totaling $22.40, which we did not realize were still out, came in. Our auditors round their figures and the total in the official audit reflects the informal statement plus the subsequent bills and the effect of rounding.

Thanks for calling this matter to my attention. I am sorry that in sending my own informal summary of the Institute expenditures I failed to check to see if that total conformed with the final figures in the Auditor's Report. Please let me know if there is any further information you need. The narrative report of Council activities for 1971 should be in the mail by the end of next week.

Sincerely,

Emory

Emory F. Via, Director
Resources Development Center

EFV/gms

May 1, 1972

Mr. Basil Whiting
THE FORD FOUNDATION
320 East 43rd Street
New York, New York 10017

Dear Basil:

I thought you might like to see the Council's Annual Report for 1971.

Best personal regards.

Sincerely,

Emory F. Via,
Acting Co-Director

EFV/gms
Encl.

SRC-Admin
Copy to Director's File

The Rockefeller Foundation

111 WEST 50th STREET, NEW YORK, N.Y. 10020

OFFICE OF THE COMPTROLLER

CABLE: ROCKFOUND, NEW YORK
TELEPHONE: COLUMBUS 5-8100

MAY 8 1972

May 4, 1972
Re: RF 66008

Dear Mr. Via:

Thank you for your letter of April 26, 1972 with which you enclosed your statement of receipts and expenditures under the above noted grant.

Since this grant has terminated and the funds provided have been accounted for, we shall consider the account closed.

Sincerely yours,

Leo Kirschner
Assistant Comptroller

Mr. Emory F. Via
Acting Co-Director
Southern Regional Council, Inc.
52 Fairlie Street, N.W.
Atlanta, Georgia 30303

MAD:hb

THE FIELD FOUNDATION
100 EAST 85TH STREET • NEW YORK, N.Y. 10028
212/535-9915

MAY 8 1972

May 5, 1972

Mr. George Esser, Executive Director
Southern Regional Council
52 Fairlie Street, N.W.
Atlanta, Georgia 30303

Dear George:

I thought you might be interested in the two enclosed statements. They are brief supporting statements in behalf of resolutions which we offered at the annual stockholders' meetings of Kennecott Copper Corp., in New York on May 2nd, and of Pittston Co., in Richmond on May 3rd.

I would, of course, be especially interested in your thoughts or suggestions about these matters.

Sincerely,

Leslie

Leslie Dunbar

Enc.
/la

MEMORANDUM

TO: Emory Via

FROM: George H. Esser

This is the letter and enclosures that I told you about the other night. Although it would be interesting if SRC could take a similar posutre in important situations as an institution, I suppose we are really not eligible. But we might work out some sort of a program where members of the Council could attempt to influence stockholder action on issues of importance to the south.

I would appreciate any comments that you think bear on SRC's role or that would be of interest to Les.

May 12, 1972

The Pittston Company,

the Buffalo Creek disaster,

and the problem of corporate responsibility.

[an open letter to the officers and shareholders of The Pittston Company from The Field Foundation]

As shareholders in The Pittston Company, we were particularly shocked by the news of the Buffalo Creek flood on February 26, 1972. Our concern was deepened by the Company's initial dismissal of any response, and its subsequent withholding of information, even from shareholders. In those circumstances, and because of The Field Foundation's long-existent and active interest in the health and welfare of people in central Appalachia, we felt a responsibility to seek the facts for ourselves. This is a digest of findings.

On February 26, 1972, at 8 a.m., a dam built out of coal-mine refuse collapsed at the head of Buffalo Creek in Logan County, West Virginia. An estimated 150 million gallons of water rushed out of the impoundment and swept through the valley below, populated by 4,950 people in a total of 16 small communities.

One hundred and eighteen people are known dead; 7 are still missing, and the final death toll is expected be 125.

The small community of Saunders -- 23 houses and a church -- was so completely eradicated by the 30-foot-high wall of water, mud, and mine waste that hit it that no trace remains -- not so much as a foundation stone or a chimney to offer evidence that a community had been there.

The communities of Pardee, Lorado, Craneco, and Lundale were entirely destroyed except for a scattering of homes built on hillsides unreached by the flood or in side hollows feeding into Buffalo Creek.

At the community of Stowe, where Buffalo Creek makes a sharp turn, nearly 40 bodies were recovered from a virtual mountain of lumber, bricks, aluminum, concrete blocks, and mud -- the battered remains of Saunders, Pardee, Lorado, Craneco, and Lundale. The flood piled these remains at Stowe and then swept on downstream, largely destroying the communities of Crites, Latrobe, Robinette, Amherstdale, Becco, Fanco, Braeholm, Accoville, Crown, and Kistler.

During its first few minutes, the flood traveled at an estimated speed of 30 miles per hour. Very few of the people in its path had time to escape. After the flood passed Stowe, it gradually slowed and the level of water was gradually lowered by the widening valley of Buffalo Creek. Nevertheless the average speed was 8 to 10 miles per hour and few structures in the path of the water and the mud were able to withstand their impact. By all accounts this was the most sudden and violent flood in West Virginia's history.

In the wake of the disaster, 4,000 people found themselves homeless. A total of 502 houses and 44 mobile homes were completely destroyed; 268 houses and 42 mobile homes suffered major damage, and most of them were subsequently condemned; 633 homes suffered minor damage. More than 1,100 people were treated for various injuries and the cost of providing emergency hospitalization, food, shelter and clothing in the days immediately after the disaster was several million dollars. Approximately one thousand cars and trucks were destroyed, along with several highway and railroad bridges, several miles of railroad tracks, a two-lane highway, power lines and poles, and telephone lines and poles.

No listing of statistics can begin to convey the damage done to the lives of the survivors. In some instances, entire families were wiped out. In numerous instances, families lost individual members: adults or infants too old or too young to struggle against the flood when they were caught up in it; mothers or fathers who tried to rescue their children and were caught as they went back one last time. Few, if any, families living along Buffalo Creek were not affected. Thousands of people will be left with lifetime scars by the flood of February 26.

* * *

THE QUESTION OF RESPONSIBILITY FOR THE DISASTER arose immediately. The dam that failed was constructed by the Buffalo Mining Company, a wholly-owned subsidiary of The Pittston Company. According to federal investigators, it was improperly constructed [details of their reports are cited in the following pages] in violation of both federal and state laws and regulations. It had had a history of failure and the coal-mine refuse pile on which the dam was built had been identified several years prior to the disaster as potentially dangerous.

Pittston officials, under instructions from New York, made themselves inaccessible to members of the press immediately after two company officials made potentially damaging statements. Ben Tudor, a Buffalo Mining official, told reporters that the company had asked the state for permission to drain the settling pond behind the lake and had been refused. State officials denied that any such request had been made. Robert Reineke, a representative of Clinchfield

Coal Company (Pittston's chief operating subsidiary) on February 28 told reporters that "the responsibility is Pittston's, in the long range... I would say the refuse pile is our responsibility. Before we investigate, we're not assuming liability. But we don't deny that it is potentially a great liability."

Mr. Reineke's statement was the first and last admission by any responsible Pittston executive that the company might be accountable for the tragedy. And it was seemingly contradicted on the same day by one of the company's principal officers in New York, vice president (for administration) Francis J. Palamara. Mr. Palamara, asking reporters not to identify him, said on behalf of Pittston that "we are investigating the damage which was caused by the flood, which we believe, of course, was an act of God." Asked by reporters if there might have been something structurally wrong with the dam, Mr. Palamara said that there was nothing wrong, except that the dam was "incapable of holding the water God poured into it."

In an effort to bolster the theory that God was responsible for the disaster, Pittston officials initially suggested that Logan County had received abnormally heavy rainfall during the week prior to February 26 -- precipation so heavy that it could not reasonably have been anticipated by those responsible for the construction and maintenance of the dam. Records kept by both state and federal officials flatly contradict any such assumption. Precipitation in southern West Virginia in January and February is almost always heavy; the week of February 26 was not an exception, but the precipitation for the week was no heavier than it had been on many previous occasions. It was, according to state climatologist Robert Weedfall, "not uncommon."

Despite this rebuttal, the Pittston Company has continued to refuse to accept responsibility for the disaster -- at least in public. The statement by Mr. Palamara on February 28 still stands as the company's opinion of where the blame should lie. This attitude has infuriated a growing number of West Virginians, including state climatologist Weedfall. "'Act of God,'" he has pointed out, "is a legal term. There are other legal terms -- terms like 'involuntary manslaughter because of stupidity' and 'criminal negligence.'"

* * *

THE LOCATION OF THE DAM was such that the utmost caution in its construction would have been called for. The Buffalo Mining Company operates a coal preparation plant near the headwaters of Buffalo Creek. The creek makes its way through a valley bounded by mountains too steep-sided to permit construction; as a result, all of the communities along the length of the creek were constructed in the narrow bottom land, on a valley floor frequently no wider than a football field. Almost endless ribbons of houses ran from the head of the creek, at Saunders, to the town of Man, where Buffalo Creek empties into the Guyandotte River. There are dozens of major tributaries and hundreds of minor ones flowing into Buffalo Creek along its approximately 18-mile length, and the area is subject to frequent flooding (although it has never before been subjected to this kind of flood). Buffalo Creek flows swiftly, because the headwaters are at an altitude considerably higher than the mouth of the stream (1500 feet at the head, 700 feet at the mouth). In the upper four miles, the stream drops about 300 feet. Near the Buffalo Mining preparation plant, the company dumps mine refuse across one of Buffalo Creek's tributaries, Middle Fork. The company has dumped refuse there for many years. On top of the refuse pile it has constructed a series of dams designed to impound the water of Middle Fork. Into the ponds created by these dams, the company has dumped dirty wash water from the preparation plant; the heavier refuse settles out and the clarified water can then be recycled through the plant. Water has also been allowed to seep through the dams and to flow on until it meets Buffalo Creek.

Prior to February 26, three dams had been constructed. The first (built in 1964) and the second (built in 1967) impounded relatively small ponds. But the third, which was constructed in 1970 after Buffalo Mining was acquired by the Pittston Company, was of substantial size: it was about 400 feet across, 40 feet deep, and more than 2,100 feet long, giving it a surface area of about 20 acres. Aerial photographs made in November, 1971, by the U. S. Air Force clearly show it as the largest man-made object anywhere in the vicinity of Buffalo Creek (and the photographs, exposed at an altitude of 40,000 feet, cover a large area). The dam and the pond could not have been in a much more perilous location; more than 10 per cent of the population of Logan County lived directly below, and the only avenues of escape were a few widely scattered side roads running up the hollows that intersected the valley of the creek. Given this situation, it seems inarguable that any dam built at the head of Buffalo Creek should have been constructed in strict conformity with current engineering practices and with all applicable state and federal regulations. In fact the opposite appears to have been true.

* * *

IMMEDIATELY AFTER THE DISASTER, three investigative teams from Interior Department agencies (the Bureau of Mines, the Geological Survey, and the Bureau of Reclamation) went to the diaster area and began combing through the ruins, in an effort to reconstruct exactly what had happened and why. They analyzed the remains of the dam and interviewed Pittston officials. Their findings, some of which have not yet been made public by the Interior Department, constitute the strongest possible criticism of Pittston Company practices.

Some of the Bureau of Mines and Geological Survey investigators were already familiar with the problem of mine waste dumps and mine-refuse dams in Appalachia, but Fred C. Walker, retired director of the Earth Dams Section of the Bureau of Reclamation, was less prepared for what he

found because the Bureau operates primarily west of the Mississippi. Mr. Walker, called out of retirement specifically to assist with the Buffalo Creek investigation, was candid about his reaction:

"Locally these barriers are called 'dams' but to me this is unacceptable nomenclature," he wrote. "These structures were created by persons completely unfamiliar with dam design, construction, and materials, and by construction methods that are completely unacceptable to engineers specializing in dam design."

"Little, if any, consideration" had been given to flood hazards, Mr. Walker wrote. He was distressed by the general coal-company practice of dumping mine wastes wherever it is cheapest and most convenient to dump them: "mine waste fills, conveniently dumped [across] small valley tributaries, have been permitted to grow to colossal size with the passage of time." Such structures are not designed to retain large volumes of water, and, in Mr. Walker's opinion, other slag heaps in Appalachia, some of them built by other Pittston subsidiaries, could be just as dangerous as the one at Buffalo Creek -- except that few if any of them are being used to impound quite so much water. In general, he reported, waste-dam construction practices in use in West Virginia are "comparable to those generally abandoned between 1930-1940 as a result of the St. Francis Dam failure in California in 1927."

The Bureau of Mines investigators noted that the dam was constructed "by hauling refuse by truck from the preparation plant and dumping it into an area which contained silt and water impounded earlier. No effort was made to clear vegetation or trees prior to dumping refuse or impounding silt. This is evidenced by trees exposed in the dam...after the failure. The refuse material was dumped across the width of the hollow, thus continuing the impoundment of silt and water pumped from the preparation plant, as well as surface run-off water."

The investigators concluded that a principal reason for the failure was that the dam habitually slumped, or settled, at one side of the hollow (the side where Middle Fork's course ordinarily ran) and that it did so on the morning of February 26, after the impoundment behind it had risen considerably during the previous two days. Company officials were aware of the problem. The previous year, in February, 1971, the same kind of slumping had occurred and the dam had ruptured. It was smaller at the time, however, with considerably less water backed up behind it, and the rupture did not result in a flood. The company took no corrective action. Rather than discontinue use of the dam, truck loads of waste and silt were simply dumped into the low section until it had been built up level with the rest of the structure. Since then, whenever the dam had slumped, loads of waste were dumped as needed and a bulldozer was used to level them out.

The dam was thus constructed on an unstable foundation and built with unstable material. It had already given evidence of its instability, but responsible Pittston officials continued to use it. According to the federal investigators, during February, 1972, the dam was being added to at a rate of about 1,000 tons of refuse a day, carried from the preparation plant in 30-ton trucks. In addition, the preparation plant was connected to the settling pond behind the dam by a pipeline, and on an average day the plant pumped 450-500 gallons of waste water per minute into the pond. About 20 per cent of this waste water was composed of solids. Thus, about 500 tons of water-saturated waste was dumped into the pond every day. As a result, the poorly constructed dam was expected to contain not simply water, but a lethal mixture of water and sludge. To do so properly, it would have had to have been of very substantial construction -- which it was not. It would also have had to have proper provision for runoff. In fact, however, the only provision for runoff was a length of 24-inch-diameter pipe about 10 feet down in the dam. Investigators found evidence that the pipe had long since become plugged.

* * *

THE DAM AT BUFFALO CREEK was in violation of three laws of the state of West Virginia. A law passed in 1913 makes it a crime to construct a dam more than 15 feet high across any stream, or to construct a dam more than 10 feet high if it creates a body of water of 10 or more acres, unless both the design and the construction are approved by the Public Service Commission after a full investigation. Public Service Commission records show no applications to build any such structure by the Pittston Company.

Approval from the state Department of Natural Resources is required before a coal operator may "impound water to provide lakes or ponds for wildlife, recreational, or water supply purposes." The pond behind the Buffalo Creek dam qualified, because clarified water from it was recycled through the preparation plant. The law also requires operators "to avoid the creation of conditions that might encourage slides, acid formation, or flood hazard." This law had been ignored.

A third state law, incorporated in the state Water Pollution Control Act, makes it unlawful to "dispose of any refuse or industrial waste or other wastes from any mine, quarry, or preparation plant" without a permit. Records indicate that no permit had been requested by or issued to the Pittston Company or its subsidiary, Buffalo Mining Company.

Federal regulations also covered the dam. As required by the 1969 Coal Mine Health and Safety Act, regulations covering surface installations were published in the Federal Register on May 22, 1971. Section 77.215(e) states that "refuse piles shall not be constructed so as to impede drainage or impound water." Section 77.215(f) requires that such structures "shall be constructed in such a manner as to prevent accidental sliding and shifting of materials."

Section 77.216(a) stipulates that "if failure of a water or silt retaining dam will create a hazard, it shall be of substantial construction and shall be inspected once each week [by the operator]." Federal inspectors of the Bureau of Mines had not inspected the dam at Buffalo Creek, but a visual inspection, unless it had taken place a few hours before the disaster, might not have shown them much. There is, however, no question that responsible company officials were sufficiently familiar with the construction of the dam and with its previous failure so that they knew it was in violation of these regulations, which were distributed to all coal companies nearly a year ago. They did not inspect the dam, however (by their own admission) nor take any corrective action. Instead, they continued to use the dam and to build it higher, wider, and deeper, even though it violated a total of five regulations.

* * *

THE COMPANY HAD ADVANCE WARNING THAT THE DAM WAS GOING TO COLLAPSE and could have asked local authorities (the State Police, the Logan County Sheriff's Department, and the National Guard) to evacuate the Buffalo Creek valley. This tragic fact emerges from the reconstruction, by Bureau of Mines investigators, of the events immediately preceding the collapse. The investigators based their reconstruction on interviews with Pittston officials, including Jack Kent, supervisor of Buffalo Mining's strip-mines.

At 4 p.m. Thursday, February 24, approximately 40 hours before the dam collapsed, Mr. Kent and Steve Dasovich, vice president of Buffalo Mining, visited the dam. They concluded that it was in no immediate danger. Since there had been considerable rainfall, and since the water level was within 6 feet of the top of the dam, they agreed to check it regularly.

Mr. Kent put a measuring stick 3'9" long in the sludgy side of the dam and left it there. He went back to the dam Friday, February 25, at 4 p.m. The water had risen about 18 inches. Rain began falling fairly heavily Friday night. Mr. Kent returned to the dam every two hours and found that the water was rising one inch per hour. Then, visiting the dam at 3:30 on the morning of February 26, he discovered that the water was rising faster -- two inches per hour. At 4:30 he found that it was rising still faster; the measuring stick had almost vanished. Mr. Kent went to a telephone, called Steve Dasovich at home in Man, and asked him to come to the dam.

Mr. Dasovich didn't arrive until 6 a.m., according to the federal investigators. Meanwhile, Jack Kent called several relatives and employees of Buffalo Mining on the telephone and advised them to evacuate their homes. He told them he was not certain that the dam would hold more than a few hours. He did not telephone any of the local authorities, however, nor did he order the preparation plant to stop dumping sludge-filled water into the lake behind the dam. The evidence is that through most of the night of February 25-26, the pipeline continued to dump.

Between 6:30 and 7:00, according to the investigators, Mr. Dasovich telephoned a work crew and told them to bring a bulldozer from one of the company's strip-mines to dig a drainage ditch across the top of the dam. The federal reports indicate that it was too late by then to save the dam. The Geological Survey team concluded that the dam was already shifting and slumping. Several residents of Buffalo Creek had visited the dam during the night, because of various rumors circulating to the effect that the company was afraid it was going to let go, and they, along with some of the workmen, told the investigators that by daybreak the dam appeared to be in very perilous condition. Slumping had visibly carried away sections of the front of the dam; along the top, at the back, there were several piles of recently dumped waste, and water was seeping through them; the top of the dam was undulating like a suspension bridge under heavy traffic. By 7:30, long cracks were appearing in the top of the dam and black water was percolating up through them. "It was like walking in soup," one man told the investigators. "It had gotten real juicy, buddy, all the way down. I got in the car and got the hell out of there."

By that time, some of these eyewitnesses and other people as well were beginning to drive along the length of Buffalo Creek, warning people that the dam was in danger of failure. But there was still no evacuation order, nor did anyone from the company request such an order. Without waiting for the bulldozer to arrive to dig the drainage ditch, in fact, both Mr. Dasovich and Mr. Kent left the dam. Mr. Dasovich drove to Lorado and talked briefly with a group of people there who had evacuated their homes. They remember that he told them that everything was under control. "There's nothing to worry about," he is reported to have said. "We're putting in a spillway." Then he drove off in the direction of his home at Man.

Less than 10 minutes later, the dam burst.

* * *

IF THE CHAIRMAN, PRESIDENT, AND DIRECTORS OF THE PITTSTON COMPANY honestly believed that the devastation of February 26 in West Virginia was caused by circumstances beyond their control, and that the company could in no way be held accountable, then it would be inconsistent of them to set up "claims offices" in the disaster area. Yet this is what they did on March 28. In a press release (which was also mailed to Pittston stockholders), Mr. I. C. Spotte, president of Clinchfield Coal Company -- and also president of Buffalo Mining Company -- stated that "we believe that the investigations of the tragedy have not progressed to the point where it is possible to assess responsibility. Nevertheless, Buffalo Mining Company is taking immediate steps to establish procedures for the orderly receipt, investigation, and evaluation of claims arising out of losses sustained as a result of the flood."

The stockholders were not advised that six days earlier, on March 22, a $1.1 million damage suit had been filed in the United States District Court for the Southern District of West Virginia by Troy Hatfield, on behalf of four flood victims whose estates he administers; or that this suit was followed by the filing in Logan County Circuit Court of a personal-injuries-and-property-damage suit for $195,000 by Gladys and William Cook; or that more than 250 survivors of the flood had met with an attorney to discuss the filing of a class-action suit in which damage payments of many millions of dollars would be sought. The stockholders were also not advised that when survivors of the flood visited Pittston's "claims offices," they were expected not only to provide information on payments sought but also to sign disclaimers -- agreements that, once they had been paid by the company, they would not seek further damages ever again. The survivors were not advised to bring attorneys with them.

Many of the survivors of the disaster are bitter at Pittston and are searching for some way to hold the company accountable. But they are face to face with hard reality. Only two families in the valley had flood insurance (conventional flood insurance was not even available). The rest must scrape together funds wherever they can, in order to rebuild; government aid is available, but not permanently and not comprehensively. As a result, more than a thousand claims have been registered in Pittston's temporary offices at Buffalo Creek, and the company thus far has made one payment: $4,000 to one of its employees whose home was destroyed.

There is no escaping the conclusion that Pittston's "claims offices" were set up not as an act of selfless assistance but as a legal device acknowledging the possibility that the company would become the defendant in a large number of lawsuits.

At the same time, the company has advised stockbrokers in New York to advise their clients that Pittston will continue to be a good investment. These brokers say confidentially that Pittston has told them that the company was fully insured against disasters such as the Buffalo Creek flood and will suffer no losses.

On the one hand, there is nothing abnormal about a company protecting itself against unforeseen expenses; theoretically that ought to be a routine function of competent management. On the other hand, for those who lived through the horror of Buffalo Creek, and for those who visited the area in the immediate aftermath of the flood, there is something wretchedly frustrating about the discovery that the responsible company will not accept responsibility, will not even momentarily acknowledge any duty to rectify past wrongs, will not admit that it operated in violation of both federal and state laws, will not even consider the possibility that a head-long pursuit of profits and increased dividends can carry too high a price.

* * *

SIMILARLY BAD PUBLIC RELATIONS have, unfortunately, been practiced in other areas. One of Pittston's subsidiaries, Ranger Fuel, for years was the leading strip-mining firm in West Virginia. Strip-mining in steep mountainous areas causes vast environmental damage; it is a highly economical way to mine coal, largely because so much of the cost is left for society to pay later -- in acid-polluted streams, denuded hillsides, ruined roads, battered scenery. Strip-mining has been one of the most controversial political issues in West Virginia for the past decade, but despite wide-scale grass roots opposition, the strip-mining industry, with a very heavily financed advertising-and-public-relations campaign, continues to thrive. One reason for the industry's strength is the political weakness of West Virginia: that it is, essentially, a captive of industries which can capitalize on the high unemployment and the continuing outmigration by threatening economic disaster if they are closely regulated. Pittston is very much a part of the industry that was described by Congressman Ken Hechler (D.,W.Va.) in these terms:

"For too long the coal industry has polluted the air, water, and politics of West Virginia. Federal and state officials have handled the coal industry with kid gloves and allowed the industry to get away with murder, whether it concerns mine safety or strip mining or slag piles. Whenever anybody points out the evils of strip mining or the threats to human safety caused by ancient coal company practices, those federal and state officials responsible for protecting the public will scream 'Energy crisis' or 'We need the jobs!'"

Pittston is currently being sued by a group of environmentalists who, in cooperation with the Army Corps of Engineers, were attempting to gather water samples at a landslide caused by Pittston's Ranger Fuel subsidiary in June, 1971, when they were assaulted by company officials. The company's action suggests in the strongest terms that its refusal to confront the question of responsibility at Buffalo Creek is only part of a pattern.

* * *

PITTSTON IS ALSO BEING SUED by two West Virginia coal miners employed by the Buffalo Mining Company. They are understandably disturbed by a company policy under which, at the request of a local supermarket, the company withholds much or all of the men's biweekly paychecks. The practice is reportedly common with Buffalo Mining and with other Pittston companies despite the clear language of West Virginia law, which does not permit an employer to garnishee more than 25 per cent of any given paycheck. Collusion between the supermarket and the company may come naturally in an area of the country where men can remember scrip and where the company store is still part of life. But this is again just another example of the kind of corporate attitude which the stockholders of the Pittston company are unlikely to detect in a quick examination of the annual report; it is there, whether they see it or not. The men who mine Pittston's coal see it, and resent it.

ASKING FOR A FULL-SCALE INVESTIGATION OF THE BUFFALO CREEK DISASTER in a speech on the floor of the House of Representatives, Congressman Hechler charged that "every ton of coal is marked with blood and profits." We as stockholders of the Pittston Company are familiar with the profits of coal, as are the directors. Sooner or later we must learn about the blood.

Last year when Pittston made $43.4 million in profits, the company had nine deaths in its mines and 743 men sustained serious injuries. How do Pittston's miners die? This way:

> *...on November 24, 1971, at Buffalo Mining's No. 5 mine at Saunders, Willard Sansom, 51, a miner with 30 years' experience, was crushed to death when the trailer he was towing behind a battery-operated tractor came uncoupled and pinned him against the tractor. Bureau of Mines investigators criticized the company for permitting the tractor to be operated with weak batteries, which caused it to lurch unpredictably, resulting in the suddenly uncoupled trailer; moreover, the tractor controls were obsolete and the required lifting jack had not been provided for the tractor, so that Sansom's rescuers were unable to remove the trailer from his body in time to save him...*
>
> *...four days later on November 28, 1971, at Buffalo Mining's Mark Mine, Carless Kitchen, 40, a trainee foreman with 12 years' experience, died when his head hit an overhead obstruction as he was riding a mine locomotive. The Bureau of Mines said Buffalo Mining had failed to "provide sufficient overhead clearance in a hazardous roof area for the safe operation of the locomotive," had failed to "provide warning signs at restricted overhead clearance areas," had failed to "recognize hazards created in controlling adverse roof conditions." Checking the scene of the accident, investigators found "side clearance obstructed at several locations, and the trolley wire was not installed properly..." The mine had an accident-frequency rate far above the national average, and the Bureau noted that "a greater effort must be made by the company to prevent injuries."*
>
> *...at Pittston's Feds Creek No. 2 mine on August 20, 1971, Sherman Ramey, 23, was crushed to death by the boom of a loading machine. The mine operates in a 36-inch seam of coal. The machine was defective but management, according to the investigators, continued to use it anyway. Cause of accident: "management's failure to maintain equipment in safe operating condition"...*

In the majority of the fatal accidents at Pittston's mines last year, federal investigators found management at fault. The company ranked fourth in coal production, but ranked second in frequency of fatal injuries and in the number of non-fatal injuries.

Despite this dismal record, the Pittston Company has thus far resisted any effort by the federal government to hold it accountable. Under the 1969 Federal Coal Mine Health and Safety Act, the Bureau of Mines is empowered to assess substantial fines against companies for safety violations cited by federal inspectors. The assessment and collection of fines is one of the two principal "police powers" written into the new legislation (the other is the authority given to inspectors to close mines for "unwarrantable failure" to comply with the law after repeated warnings). Federal inspectors in 1971 found more than 5,000 safety violations at Pittston's mines. In Washington, the Bureau's assessment office, determining the severity of each violation, assessed the company a total of $1.3 million.

How much has Pittston paid? Precisely $275.00. When does the rest of this bill come due?

Thanks to an elaborate appeals system (written into the 1969 law under great pressure from the coal industry), there is nothing illegal about Pittston's refusal to pay the fines assessed against it. The appeals can take years to process. There is, however, something bizarre about Pittston's refusal to pay <u>even when an appeal results in a favorable decision</u>. The current administration is not exactly unsympathetic to industry, and in case after case, appeals officers at the Bureau of Mines have drastically reduced initial assessments against Pittston (for example, a $2,000 fine was reduced on appeal to $75; an $11,225 fine was reduced to $3,335) but the company still refuses to pay. Since it costs Pittston far more to appeal a $75 fine than it does to pay it, quite clearly the company simply makes it a policy to reject the idea that the federal government -- law or no law -- has the right to impose conditions on the way Pittston conducts its business.

* * *

THIS SITUATION MUST CHANGE. The question that the stockholders and officers of Pittston must sooner or later face is this: Will the price of coal always be paid partly in human lives and the destruction of Appalachia... or will the idea of "corporate responsibility" take root in the coal industry? As owners of this corporation, do we consider ourselves accountable for its actions? Or do we, by cashing our dividend checks without a second thought, simply wash our hands of the whole question? The time to answer these questions, it seems clear, is now.

THE FIELD FOUNDATION
100 EAST 85TH STREET • NEW YORK, N.Y. 10028
212/535-9915

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212/535-9915

Kennecott Copper and corporate responsibility

[An open letter to the officers and shareholders of the Kennecott Copper Corporation, expressing our concerns regarding the company's subsidiary, Peabody Coal Company]

May 2, 1972

The Field Foundation in its granting activities over the past several years has become increasingly involved in supporting various groups working in areas increasingly affected, directly or indirectly, by Kennecott Copper's wholly-owned subsidiary, Peabody Coal. The Foundation has, for example, made grants in behalf of research on the health and safety of mine workers, and in support of some of the critique of strip-mining now widely going on. The Foundation has also made grants in behalf of protecting and improving the conditions of life for American Indians. Peabody's strip-mining operations both in the East and West, its health and safety record, and its corporate behavior in general are thus of immediate concern to us. We are, moreover, shareholders in Kennecott Copper, and accordingly are concerned with the security of our investment.

We intend to provide here simply a brief description of each of the areas of our concern, with the intention of offering additional substantiation in a forthcoming report.

I. COAL MINE HEALTH AND SAFETY

During the early 1960's, when Peabody Coal Company was an independent corporation growing rapidly toward its present position as the leading coal-producing company in the United States, the company maintained a relatively good safety record. Since 1968, however, when Peabody merged with Kennecott Copper, the company's record has markedly deteriorated. The figures for fatal accidents are as follows:

1961	2
1962	2
1963	2
1964	4
1965	4
1966	2
1967	8
1968	15
1969	8
1970	16
1971	12

U.S. Bureau of Mines records for 1972 indicate that in the first three months of this year the company had five more fatal accidents. Thus, in the four-plus years that Peabody has been a part of Kennecott, the record of 55 fatal accidents has been more than double the 26 accidents of the previous seven years.

Peabody is not the largest employer in the coal industry, since most of its production is from surface mines requiring much less manpower than underground mines to produce equivalent tonnage. It stands to reason that Peabody should have not only a much lower total in fatalities but should also have an appreciably lower accident frequency record than companies whose production comes primarily from underground mines. This is not the case. In 1971, Peabody had more fatal accidents than any other company. And at many of the company's mines, the frequency of lost-time injuries was two or three times the national average.

The national average for the first six months of 1971 was approximately 41 injuries per million man-hours. At Peabody's Black Mesa strip mine, however, the rate was 112. At its Monterey Mine in Illinois, the rate was 145.6. At its Ken No. 4 mine in Kentucky, the rate was 213.6. In all, 695 men were seriously injured in Peabody's mines in 1971.

The company had a major disaster on August 7, 1968, at its River Queen underground mine in western Kentucky; nine miners died in an explosion that swept through the mine. The disaster (which the Bureau of Mines blamed on unsafe handling of explosives) caused a brief nationwide reaction and prompted the Johnson administration to introduce new mine safety legislation in Washington. Less than three months later the explosion of a Consolidation Coal Company mine in West Virginia killed 78 men and resulted in the passage of the 1969 Coal Mine Health and Safety Act. The complex new federal law was designed to reduce sharply the awesome annual toll of men killed in American coal mines -- but since it

was signed into law, nearly 500 men have died violently mining coal. Although there are thousands of coal companies operating in the United States, fatalities at Peabody's mines currently account for more than 5 per cent of the entire total.

It should be noted that neither Peabody nor its parent company, Kennecott, are committed to the concept of coal mine health-and-safety research. The companies will spend whatever is necessary to find undiscovered deposits of coal or copper, but they have no budget for safety research as such. Instead, this massive problem is left entirely in the hands of the federal government. It seems reasonable to us that a company with $87 million in profits for 1971 -- after a year of strikes, setbacks in Chile, falling prices, and recession -- can and must assume greater responsibility for the health and safety of the men in its mines.

II. STRIP-MINING IN KENTUCKY

Strip-mining for coal is one of the nation's greatest environmental problems and will no doubt continue to be as long as the demand for coal continues to increase. From a narrow corporate point of view, strip-mining is a much more economical proposition than underground mining. A strip-mine can be planned and opened in a fraction of the time required for an equivalent deep mine, with a fraction of the investment in equipment and labor supply. One man produces four or five times as much coal per day at a strip mine as at a deep mine.

Unfortunately strip-mining wreaks havoc with the land. Topsoil and forest cover are destroyed, the land looks like a moonscape while mining is in progress, watersheds are polluted, and even after "reclamation" the land remains scarred for decades. As has been discovered in Europe -- where there is no surplus of land -- it is possible to restore land (as opposed to reclaiming it) but the cost is relatively high; if restoration were required in the United States, the profits from strip-mining would drop considerably.

Although the Peabody Coal Company has been heavily criticized for inadequate reclamation of strip-mined land, the company is not only quick to deny any wrongdoing but exceedingly smug to boot. Appearing on NBC television in January to rebut charges made by Kentucky conservationist Harry M. Caudill, Peabody president Edwin R. Phelps listened approvingly while the coal industry's principal lobbyist, Carl Bagge of the National Coal Association, described him as "the greatest conservationist and the largest single reclaimer in the world." Later in the program, Mr. Phelps was asked if he believed that Peabody has an obligation to go back and reclaim land that was stripped before Kentucky passed its current reclamation regulations. No, said Mr. Phelps, he did not. At that time, he said, the utility companies buying the coal did not permit enough of a profit to make reclamation feasible, "and at that time the loss of a few acres of land wasn't important. Land seemed to be more or less useless -- more or less like when they first started using timber." "The society as a whole," added Mr. Bagge, "has to bear this cost."

It is highly doubtful that anyone seriously laying claim to the title of "world's greatest conservationist" would make such statements as these.

Peabody is the most influential member of the Kentucky Coal Association -- "they have more members on our board than anyone else right now," according to KCA president Fred Luigart -- and led the fight in the 1972 session of the state legislature to prevent passage of any new surface-mining regulations, despite rapidly growing anti-stripping sentiment all across the state.

During the legislative session, Rep. Omar Parish, Jr., served on the House Committee on Agriculture and Natural Resources, which must pass on all coal bills. Rep. Parish successfully worked for the defeat, in committee, of 16 out of 20 strip-mine control bills introduced during the session. He fought hard and successfully on the floor of the House to defeat the one bill that emerged from committee that might have had some material impact on strip-mining. This bill would merely have prohibited blasting at night -- so that those living near strip-mining operations could sleep. The bill was voted down after Rep. Parish insisted that "if this bill doesn't kill strip-mining, I don't know how it could be done." It was not widely known that Rep. Parish has been employed by Peabody Coal for many years as an explosives engineer.

Notwithstanding the company's energetic public-relations campaigns, Peabody does not enjoy a particularly good reputation with officials of the state Department of Natural Resources. C. C. McCall, reclamation supervisor for western Kentucky, says of Peabody: "They're not current on a lot of grading and planting. Peabody has all the resources, but we still have trouble with them. I couldn't rate them the number one company -- they have a long way to go." Buddy Beach, acting director of the Division of Reclamation, adds: "They haven't gone out of their way to cooperate. We have to keep after them."

Peabody has resisted -- thus far successfully -- all efforts, no matter how well-meant, to hold strip-miners fully responsible for the damage they do to the land (and to people) in pursuit of profit. We strongly suggest that this is an unacceptable state of affairs and urge an immediate change of attitude by the officers and stockholders of this company.

III. BLACK MESA

The Hopi Indians, now numbering about 5,000, are considered the oldest existing tribe in the United States. Today they live on the southern foot of a vast highland plateau in northeastern Arizona known as Black Mesa. One Hopi village, Oraibi, is probably the oldest continuously inhabited village in the United States, and for at least 800 years (the Hopi say from time immemorial) they have regarded their land as sacred. Under that land, however, lies a vast tract of coal, and about a decade ago Peabody Coal Company became intensely interested in developing it.

At first -- according to Peabody president Edwin Phelps -- there was some question about whether the coal could be marketed profitably. "I remember looking over Black Mesa and saying to myself, This is a long way from any water supply, and the cost of railing that coal 120 miles or more to water would require an investment of some $50 million, and in those days I was not sure there was anybody to take that risk."

There was. In 1964, 23 utility companies united in a consortium called W.E.S.T. (Western Energy Supply and Transmission Associates) to plan a gigantic system of coal-fueled electrical power-generating plants to supply such metropolitan centers as southern California, the Las Vegas area of Nevada, and the Phoenix-Tucson area of Arizona. Because the anticipated air pollution from these super-plants would not be tolerated in urban areas, they were to be located in the vast, relatively empty expanses of the Southwest.

Peabody was already drilling test bore holes -- some 10,000 of them -- on Indian land while W.E.S.T. was still in the talking stage. In 1964, after many months of secret negotiations between Peabody, Interior Department officials, and lawyers, Peabody obtained a lease to strip-mine 24,858 acres of Black Mesa. This first lease was signed with the Navajo tribal council; the Navajo own land surrounding the Hopi reservation, although the validity of their ownership has been and is being disputed by the Hopi in court. In 1966, Peabody obtained two new leases for 40,000 acres on both Navajo and Hopi land from the tribal council. Covered in the leases, which run for 35 years, are some 400 million tons of coal lying at relatively shallow depths (up to 80 feet) beneath the arid desert and redrock canyon land.

The power to be produced by the W.E.S.T. complex would not, of course, benefit Indians, since it would be consumed hundreds of miles away. But in 1965, when Stewart Udall as the then Secretary of the Interior announced the first public plans for development, he promised that Peabody's project would mean "new jobs, large tax benefits, and tremendous economic advantage not only in royalties and jobs for the two Indian tribes but also for the entire Southwest." The project, he said, would be "a model for the nation."

The prophecy came true -- but not, presumably, in the way that Secretary Udall intended. Eight years after the Peabody project was launched, it has become the focus for an intense, bitter confrontation in the Southwest. The development of electric power on a large scale in a previously virginal area has brought with it a plague of sorts: the destruction of land on a vast scale, the disruption of ancient tribal patterns, a drastic increase in intra- and inter-tribal hostility, a renewed distrust of government. Peabody -- and through it, Kennecott -- are involved now in a raging controversy from which the company may suffer grievously.

Two of the six planned super-plants are in operation. Four Corners, at Farmington, N. M., was the first to be completed; it has already left a permanent mark on the Southwest. The normally clear air of the region has been blighted by emissions from the plant covering as much as 100,000 square miles; the plant can be located from 75 miles away by its smoke. Four Corners was built with less than one-third the pollution-control equipment called for by the contract with the Navajo. Operating at less than half its planned capacity, it spews out, every day, 260 tons of fly ash, 315 tons of sulfur dioxide, and 310 tons of nitrogen oxides. Spurred by public reaction, the Interior Department has undertaken a study of the pollution problem, but neither Interior nor any other federal agency has yet taken steps to rectify a problem that will multiply many times over as other plants are built and put into service.

Undoubtedly, some Indians do benefit from the Peabody lease. But others find themselves working for white supervisors who, they claim, treat them with disrespect; they find also that a power plant or a strip mine can be neither the healthiest nor the safest of places to work: the Black Mesa mine currently has an accident-frequency rate far higher than the national average.

The real profits of Black Mesa mining are being realized not by Indians but by corporations. Peabody, of course, profits greatly. So do the power companies working together through the consortium of W.E.S.T. Eleven of the 23 members of W.E.S.T. are among the one hundred largest electric utilities in the country -- and among the most profitable, too, according to the industry trade magazine, Electric Light & Power. For 1970 their net (after-tax profit as a percentage of gross revenue) ran from 12.6% (Arizona Public Service) to 16.6% (Nevada Power) on up to a remarkable 20.6% (Tucson Gas & Electric). Electric utlities generally increased their net incomes 8.3% in 1970. Clearly, the development of Black Mesa is fine for them.

[more]

Equally clearly, it has been disastrous for the region. Nowhere is there a more obvious example of the need to change course from headlong, mindless economic development to a planned, rational use of resources in a context of compatibility with environment and people. This approach can be adopted voluntarily, or it can be imposed. The choice is still open. Black Mesa is a grim prophecy that it may not be open very long.

THE FIELD FOUNDATION
100 EAST 85TH STREET • NEW YORK, N.Y. 10028
212/535-9915

May 11, 1972

Mr. Bryant George
FORD FOUNDATION
320 East 43rd Street
New York, New York 10017

Dear Mr. George:

We have discovered that we do not have written confirmation of verbal agreements made in 1970 between the staffs of Southern Regional Council, Voter Education Project and Ford Foundation regarding Grant Number 690-0715. In order to be certain that all expenditures of the grant be in compliance with the Tax Reform Act of 1969 it was agreed to amend the budget shown in Mr. Dressner's letter of October 2, 1969 as follows:

> The 1969 expenditures of $21,000 were expended directly by the Voter Education Project in compliance with the original budget. Expenditures after 1969 were to have been made directly to cooperating agencies which operated Service Centers. These expenditures were to cover general office costs and overhead in addition to the directors sàaries and travel.

John Lewis' letters of July 16 and December 21, 1970 to Basil Whiting requesting payments be made reflect part of the above agreement but not their entirety.

The guidelines of Mr. Anthony's letter of October 22, 1969

to Mr. Dressner were met by this new budget.

We will be sincerely grateful to the Foundation if we could have your confirmation of the above agreement.

Yours very truly,

James N. Wood,
Executive Assistant

JNW/gms

MAY 15 1972

THE FIELD FOUNDATION
100 EAST 85TH STREET • NEW YORK, N.Y. 10028
212/535-9915

May 12, 1972

Mr. Emory F. Via, Acting Co-Director
Southern Regional Council, Inc.
52 Fairlie Street, N.W.
Atlanta, Ga. 30303

Dear Emory:

Thank you for sending me the annual report and your auditor's report. The annual report describes some very impressive work and you can take a good bit of satisfaction from it.

Sincerely,

Leslie Dunbar

/la

SOUTHERN REGIONAL COUNCIL, INC.

FILE COPY

M E M O R A N D U M

TO: George Esser

DATE: June 7, 1972

FROM: Emory F. Via

COPIES:

SUBJECT:

Although we discussed the attached materials from Les, I had not returned them to you. My comments had run something like this:

> Certainly we could consider using reports of other groups for dissemination to members; on occasion where have an approriate lead we could develop our own materials by assigning a researcher temporarily to that task; we would need an established process for handling such matters; either the Council or Executive Committee could give general approval for appropriate materials to go to members when facts have been developed with care; and there sould be a screening committee which could be composed of both Council and staff members to determine if an item is suitable for circulation.

ma
d

SOUTHERN REGIONAL COUNCIL, INC.

M E M O R A N D U M

TO: George Esser

DATE: June 7, 1972

FROM: Emory F. Via

COPIES:

SUBJECT:

Although we discussed the attached materials from Les, I had not returned them to you. My comments had run something like this:

> Certainly we could consider using reports of other groups for dissemination to members; on occasion where we have a appropriate lead we could develop our ~~on~~ own materials by assigning a researcher temporarily to that task; we would need ~~to have~~ an established process ~~by which~~ for handling such matters are handled; ~~For instance, I think~~ either the Council or Executive Committee could give general approval for ~~that they be circulized where the facts have been developed with care~~ appropriate materials to go to members when facts have been developed with care; and ~~that they in fact be~~ there should be a screening committee which ~~I think~~ could be composed of both Council and staff members ~~members of the staff~~ to determine ~~as~~ if an item ~~which be circulated~~ is suitable for circulation

This is to acknowledge that I have received said contribution of $500 and my willingness to comply with Conditions of Grants.

_____

Elijah Coleman, Executive Director
Arkansas Council on Human Relations

June 14, 1972

Mr. Elijah Coleman, Executive Director
Arkansas Council on Human Relations
600 West 9th Street, Suite 210
Little Rock, Arkansas 27701

Dear Elijah:

We have agreed to contribute $500 towards your proposed Organizational Development/Human Relations Workshop for leaders of your local affiliates. We wish you every good success in this undertaking. Please let us know when and where the program will be held.

Please read the attached statement of Conditions of Grants and sign the enclosed copy of this letter indicating that you have read and accept those conditions.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms
Enclosure

This is to acknowledge that I have received said contribution of $500 and my willingness to comply with Conditions of Grants.

_____

Elijah Coleman, Executive Director
Arkansas Council on Human Relations

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Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms
Enclosure

CONDITIONS OF GRANTS FROM THE SOUTHERN REGIONAL COUNCIL, INC.

Section 4945(h) of the Internal Revenue Code (as added by the Tax Reform Act of 1969) requires us to exercise "expenditure responsibility" with respect to any grants made by our organization. Accordingly, we must make it clear to you that our grant is conditioned on the understanding that funds will be used solely for the purposes specified in your application; that no expenditure will be made on attempts to influence legislation, to influence the outcome of a public election, or to carry on any voter registration drive; that you will, at our request, furnish us with full and complete reports on how the funds are spent; and that you will give our representative access to your books and records for this purpose as we may reasonably request from time to time.

Within a reasonable time after the time of the agreed upon date ending the grant period, we will expect a full record of the expenditure of the grant.

SRC
Adm

SOUTHERN REGIONAL COUNCIL, INC.
~~XXXX

AMERICAN CIVIL LIBERTIES UNION
of Georgia

88 WALTON STREET, N.W. • SECOND FLOOR • TELEPHONE 404/523-5398 • ATLANTA, GEORGIA 30303

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Athens
RICHARD SEVERENS

Augusta Area
FATHER DAVID C. STREETT

Carrollton
ROBERT CLAXTON

DeKalb
ANNE C. McNAY

June 28, 1972

Expenditures - Charles Morgan Testimonial Dinner

Invitations (printing)	-- $89.18
Typesetting (book)	-- $50.00
Binding (book)	-- $18.72
Travel (Laughlin McDonald)	-- $48.00
total	--$205.90

SRC Adm

INTEROFFICE REQUEST FOR PAYMENT FORM

PLEASE PAY THE SUM OF: $699.36

TO: American Friends Service Committee
Name

52 Fairlie Street, N.W., Third Floor
Address

Atlanta, Georgia 30303
City & State

REASON FOR PAYMENT: Payment of SRC's assigned share in the printing of the monitoring report, "It's Not Over In the South."

IF DEPARTMENTAL OR SPECIAL BUDGET, SPECIFY: _____

PAYMENT IS IN GENERAL OPERATIONS OF _____ PROJECT

_____ EXPENSE

DATE: July 12, 1972.

REQUESTED BY: Emory F. Via/gms

APPROVED BY: JRR

Southern Regional Council, Inc.

2596 64-1/610

52 FAIRLIE STREET, N. W. • ATLANTA, GEORGIA 30303
522-8764

	DATE	AMOUNT
PAY 699 DOLS 36 CTS	7/12/72	$699.36

TO THE ORDER OF American Friends Service Committee

SOUTHERN REGIONAL COUNCIL, INC.

EXECUTIVE DIRECTOR • ASSISTANT

Ruth Hayes Alexander
SECRETARY • TREASURER

THE FIRST NATIONAL BANK of ATLANTA
ATLANTA, GEORGIA

⑈0610⑈000 1⑈ 16 575 46 4⑈

SOUTHERN REGIONAL COUNCIL, INC.
52 FAIRLIE STREET, N. W.
ATLANTA, GEORGIA 30303

DETACH BEFORE DEPOSITING

INVOICE DATE	INVOICE NUMBER	ACCOUNT NUMBER	DESCRIPTION	AMOUNT
7/12/72		:	Payment of SRC's assigned share in the printing of the monitoring report,"It's Not Over In the South"	$699.36

SRC - Admin

EXECUTIVE COMMITTEE MEETING

September 15-16, 1972

A G E N D A

I. Approval of Minutes of last meeting

II. Circulation of SRC's Exemption Statement

III. Report of the Executive Director

A. Organizational Memorandum

IV. General Support Functions

A. Financial procedures (Esser)

(1) Redefinition of functions

(2) Receipts and deposits

(3) Bank accounts and authorized signatories

(4) Accounting records and budgeting

B. Financial statement (Vick)

C. Report on insurance programs (Wood)

D. Report on retirement plans (Esser)

V. Publications

A. Report on proposed merger of publications (Watters)

B. Hunger Report (Anderson)

VI. Research and Information

A. Plans for library reorganization (Watkins)

VII. Program

A. Task Forces

(1) Definition of problem areas for task forces (Via)

(2) Suggested agenda for each task force (Via, Anderson, Harris, Campbell)

(3) Task force organization, including Council appointments (Bowie)

B. Current Projects

(1) Black Women's Employment Project (Herman & Norvel)

(2) School Desegregation Project (Hall)

(3) Other education projects--including Egerton papers (Via)

(4) Study of state programs to be funded under Title IV of the Social Security Act and/or revenue sharing (Anderson)

(5) Black representation on state administrative and regulatory boards (Watkins)

(6) Conference for Stouffer fellows (Bowie)

(7) Technical assistance program for community development corporations (Bowie)

(8) Assistance to Comprehensive health project in Mound Bayou (Bowie)

C. Proposed Projects

(1) Research, training and technical assistance for Black officials in state and local gov't (Bowie)

(2) Establishment of a regional public interest law firm

(3) A study of water development projects in the South (Esser or Bowie)

(4) A special staff for monitoring governmental performance (Esser or Bowie)

(5) Support for investigative journalists (Esser or Bowie)

(6) Support for a few community centers as models for action in Black and poor communities (Bowie)

(7) Expanded research program (Esser or Bowie)

VIII. Strategies for funding SRC (Esser)

IX. Annual Meeting (Esser)

A. Proposed schedule

B. Invited Speaker

X. Miscellaneous

A. Report on meeting with State Council directors (Esser or Bowie)

B. Relations with other organizations (Esser)

September 12, 1972

M E M O R A N D U M

TO: George Esser

FROM: John Glenn

I. Present Approach - Where a flat percentage of salary is allocated individually to each employee, produces results wholly unrelated to retirement needs, as illustrated in the attached table.

I recommend that SRC adopt a plan providing a retirement benefit, which, together with social security, is generally the same for all employees as a percentage of average salary for the last five years of employment. ("final average salary")

II. Plan A - Total benefit provided by SRC and Social Security is 60% of final average salary. Social Security, for this purpose is the employee's primary insurance amount under Social Security, determined at retirement. Plan pays a monthly income during employee's lifetime, with no minimum guaranteed total, and no continuation of income to spouse after employee's death.

Illustration of continuation of percent (Individual Allocation of flat percentage of salary) approach

4% of Salary contribution monthly retirement benefit				8% of salary contribution monthly retirement benefit			
SRC	S.S.	Tol.	% of Sal.	SRC	S.S.	Tol.	% of Sal.
388	$340	$728	140%	$775	$340	$1115	216%
811	382	1193	48%	1622	382	2004	80%
258	356	614	31%	515	356	871	43%
258	323	581	122%	515	323	838	176%
92	348	440	66%	183	348	531	80%
68	346	414	24%	135	346	481	27%

These are actual cases reflecting differences in age, salary and length of service.

Adjustment - For those employees who retire with less than 20 years service with SRC, the plan benefit is reduced proportionately. For example, if the regularly computed plan benefit is $500 and the employee has 16 years of service at retirement, the actual plan benefit is 80% of $500, or $400.

Estimated cost of this plan: 10% of payroll. Benefit provided by smaller contribution: 7% of payroll would provide, along with Social Security, 48% of final average salary. 8% of payroll would provide, along with Social Security, 52% of final average salary. One approach would be to guarantee 50% of salary.

Recommended approach for married employees - Options are available under which the employee can take a reduced amount of income payable while he and his spouse are alive, with a percentage of this income to be continued after either dies. For example, if the normal plan benefit for a male employee at 65 was $1,000 per month during his lifetime, he could typically elect to receive $800 per month while he and his wife were alive, with $600 payable to him after her death or to her after his death.

III. Plan B - Total benefit including Social Security is as follows:

a. For employee who is married at retirement: 60% of final average salary while both he an wife are alive, 40% of average final salary to survivor after either one dies. If the spouse has social security, pension and other

financial resources that would make the point and survivorship approach inappropriate in the judgment of the retirement committee, the employee could be given the option of taking a life benefit.

b. For employee who is not married at retirement: 50% of final average salary.

Under this plan the Social Security offset for a married employee would be 1.5 times his primary insurance amount under Social Security. Otherwise, the Social Security offset would be the primary insurance amount except in case of the spouse of deceased employee (82.5%). The cost of this plan would be 10-11% of payroll.

Employees with less than 20 years service would have plan benefit reduced proportionately, as under plan A.

IV. Vesting - This would apply under either Plan A or B. Vesting would begin at the earlier of completion of 5 years of service and attainment of age 45. The annual vesting percentage is 100 divided by the number of years between the time vesting starts and age 65.

Example - Employee hired at age 35, quits after 15 years at age 50. Average salary for last 5 years equals $1,000 per month. Projected Social Security benefits at termination of employment equals $400 per month. Projected retirement benefit is 60% of $1,000 minus 400 or $200 per month. Vesting begins after 5 years, at the age 40 in this case and is at rate of 4%. Therefore, this employee has

10 x 4 = 4% vesting, and is entitled to start receiving at age 65 a monthly benefit of 40% of $200, or $80.

R E S O L U T I O N

SOUTHERN REGIONAL COUNCIL

WHEREAS the Southern Regional Council has been re-examining its operating policies and procedures; and

WHEREAS certain changes need to be made to improve financial and administrative controls, to provide necessary operating flexibility, and to facilitate operations,

NOW, THEREFORE BE IT RESOLVED, that:

1. The staff position of Secretary-Treasurer is eliminated.
2. The Executive Committee select a member of the staff as Secretary.
3. A member of the Executive Committee be elected as Treasurer by the Executive Committee.
4. All accounting and fiscal functions be vested in a staff member who shall be designated Assistant Director-Fiscal.
5. Staff assistance be provided to carry out all the treasury functions (receipt, deposit and disbursement of funds).
6. The executive director be authorized to sign all payroll checks.
7. The 10th and 25th of each month be adopted as the regular disbursement dates for general operating expenses.
8. Two new bank accounts be opened:

a) Paying Account

All operating expenses except salaries will be paid from this account. This account will operate on the same principle as the Payroll Account. That is, the exact amount equaling the total of the checks to be disbursed will be transferred from the general account on the regular dates.

b) Imprest Account

This account is to be established to meet emergencies that arise between the regular disbursement dates of the 10th and 25th. An example is travel advance. The initial deposit is to be $500.00. This account is to be reimbursed from the Paying Account for the amounts actually expended on the regular disbursement dates. The maximum amount for which a check can be drawn on this account is $100.00

9. The authorized signers of checks be as follows:

a) General Account, Paying Account, and Savings Account. Funds from these accounts may be withdrawn when signed by two of the following:

Executive Director
Assistant Director-Administration
Treasurer
Secretary to the Executive Director

b) Payroll Account

Payroll checks are to be signed by the executive director or any two of the following:

Assistant Director-Administration
Treasurer
Secretary to the Executive Director

c) Imprest Account

Checks on this account may be signed by one of the following:

Assistant Director-Administration
Assistant Director-Fiscal
Secretary to the Executive Director

10. Facsimile plates containing the appropriate signature or signatures be used to sign all checks drawn on the Payroll and Paying Accounts. These plates will be under the control of the executive director. All checks drawn on the general account and withdrawals from savings are to be manually signed.

September 11, 1972

M E M O R A N D U M

TO: Staff Members, Southern Regional Council

FROM: George H. Esser and Harry J. Bowie

I. INTRODUCTION

Our task at the Southern Regional Council is to alert, sensitize, educate and mobilize Southerners on the issues which will determine how well this region develops and produces opportunity and quality of life for its people. By tradition and commitment our special concern is justice, equality and real opportunity for the Black Southerner and the poor Southerner, and thus a region where free men can seek fulfillment, individually and corporately, within a nation that shares the same ideals.

The South today is a land both burdened by the oppression of the past and encouraged by hope for the future. In approaching our tasks, the Council must:

1. Be constantly aware of the policies and actions which deny justice and equality, restrain or distort sound growth and development, or limit access to the full scope of opportunity.

2. Determine, document and publicize the ways in which current public and private institutions and/or delivery systems fail to achieve the goals of justice, equality, opportunity and rational development, and define constructive policies and procedures which would result in achievement of those goals.
3. Maintain a continuous evaluation of the "state of the South" in relation to each of the major issues the Council selects as primary concerns, and assist the full Council from time to time to identify crucial problems and suggest constructive solutions.
4. Assist individuals and organizations in the region to undertake and demonstrate better ways of organizing and administering essential services.
5. Establish a network of communication in the region so that information flows freely between the Council and individuals and organizations who share the Council's goals.

These are difficult tasks, and it is somewhat presumptuous of a small organization to seek to deal with them. In the months ahead we must not only mobilize additional resources, which will always be too small; we must also find ways to function with the kind of flexibility that will permit the staff to concentrate its available resources on crucial issues, when and where they arise. This memorandum sets forth an organization plan designed to achieve that flexibility.

II. CONCEPTS OF ORGANIZATION

The following concepts will govern the organization of SRC, in accordance with the new directions developed at the staff retreat at Kanuga and which have been evolving over the summer.

1. Compartmentalization and bureaucratization of SRC will be kept to a minimum.
2. The organization will mobilize itself on a management-by-objective basis, which must also be reflected in its budget; SRC must define its objectives for the year and insure, by frequent internal review, that progress is being made on each objective.
3. The task force and project approach will be used as the most effective means of making the most efficient use of limited resources, focusing on the really urgent issues, developing accountability for the achievement of objectives and responding to staff commitment.
4. A task force is defined as a group of Council members, support staff, and other Southerners engaged in the continuous study of a major problem affecting the lives of Southerners. Each task force will have a steering committee of five Council members concerned with policy; involvement of other Council members; continuing staff support headed by a staff coordinator; assistance from consultants and other ad hoc staff; and associate membership from other

Southerners as determined by the steering committee with the advice of supporting staff. Each task force will establish specific objectives and a work plan, and will have a small administrative budget. The work of each task force will be re-evaluated from time to time, and a task force may be abolished at any time that the staff and Executive Committee determines that continuing allocation of major efforts and resources are not necessary. (See section on Task Forces below.)

5. A project is defined as a major activity of SRC which has a specific objectives, a specific beginning and predicted termination date, and assigned staff, with a staff member being made accountable for project management and project accomplishment. Specific budget allocations will be made for the support of each project, and budget, accounting and information systems will be devised to assist in the management of the project. A project may be assigned to an individual, or to two or more staff persons. Where necessary the approximate amount of an individual's time to be spent on the project will be defined. A roster of current projects will be maintained at all times for the information of the staff.

6. A function is defined as an on-going activity such as accounting or purchasing, which operates as necessary

support for the work of task forces and projects. Publications and other media programs will be regarded as ongoing functions supporting Council program objectives, and the research and information function will provide continuous support to all program activities.

7. Although, as in any organization, the "buck stops" at the Executive Director, the Executive Director and Associate Director will normally function as a team. Staff assignments, allocation of budget resources, and basic program priorities will be determined in joint consultation. Within this framework of joint responsibility, the Executive Director will give priority to general administration and finance, publications and other media, communication with the Executive Committee and the Council, and fund-raising. The Associate Director will give priority to program development and to establishing a communications net-work with individuals and organizations sharing SRC objectives in the region. In the absence of either, the other may take full responsibility. Each will serve ex officio on each task force.

8. Staff members whose primary assignment is in program development will be assigned to at least two task forces and to one or more projects, as program priorities are determined within SRC. The goal is to define specific program objectives

and to use staff and other resources outside the Council in the most efficient way to achieve those objectives.

9. Staff members assigned to publications and support functions will be assigned to task forces and projects from time to time unless there is agreement with the Executive Director that their activities are to be limited to support activities.

10. The basic concept, then, is of an "organization without walls," with all parts of the organization being facilitated by the Executive Director-Associate Director team with the fewest possible organization layers and impediments to communication. Program information will be received and generated by all parts of the organization. All personnel will be viewed as participants in the program process, and responsible for the total objectives of the Council. Assignments will always be subject to change as objectives are achieved and new priorities are defined.

11. Program development for SRC will be under the direction of the Associate Director, with advice and support from a Program Committee consisting of:

    a. The Associate Director, chairman
    b. The staff coordinators of task forces
    c. The chairman of the publications committee
    d. The chairman of the research and information committee
    e. The Executive Director, ex officio

The Program Committee will meet weekly to review progress on current task force and project assignments, to assess new priorities and coordination of Council activities, and to make recommendations for new project and task force assignments.

12. Day-to-day coordination of task force and project activities, and research and information functions, will be the responsibility of the Associate Director.

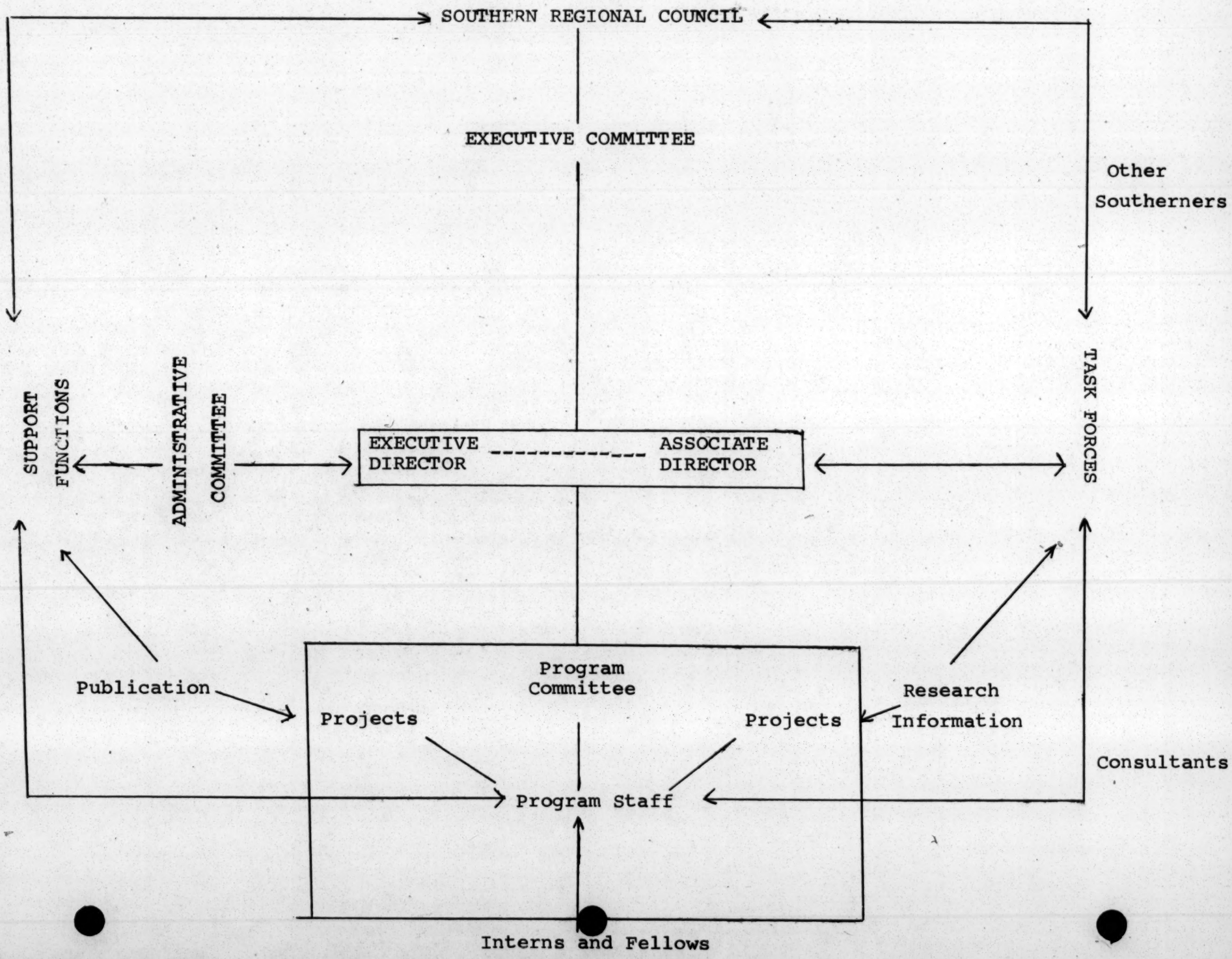
13. Special projects requiring the allocation of staff resources, a budget and support services may be activated by the Executive Director and Associate Director on recommendation of the Program Committee. Normally, activation will be by memorandum as provided under Projects below. Short-range projects to meet "targets of opportunity" may be initiated by the Executive Director or the Associate Director, after coordination to insure that no other Council objectives are adversely affected.

14. The Publications Committee will be responsible for the planning, editing and publication of all SRC periodicals and special reports. No publication bearing the SRC imprint will be released without editing by a member of the publications staff, except with the approval of the Executive Director. Personnel of the committee will also be responsible for all SRC public information functions, and will maintain continuing liaison with representatives of all media.

15. Procedures will be worked out by the Executive Director and Associate Director, in consultation with the Program and Publications committees, for an input by task forces and project personnel into the development of informational strategies for periodical publications and other SRC media efforts (such as TV).

16. In the reorganization of financial functions, the Executive Committee is being asked to appoint a staff member as Secretary and a Treasurer from its membership, and to define Mrs. Vick's duties as those normally vested in a controller. Formal by-law changes must be taken to grant the title. Hereafter, all treasury functions will be vested in another staff member, probably the General Support secretary. These steps are being taken to meet criteria for financial control required by our funding sources, and to permit Mrs. Vick to develop a new budget system that will generate more information without additional staff. As controller Mrs. Vick will be responsible to the Executive Director, but she will also have direct access to the Executive Committee as the person responsible for overseeing Council expenditures. Mrs. Brothers will be responsible for keeping minutes and will have custody of check-writing plates.

17. Mr. Wood will be responsible for these functions: personnel policies, maintenance of physical facilities, reception, mail room, and other activities providing support to program activities.


SOUTHERN REGIONAL COUNCIL
EXECUTIVE COMMITTEE
Other Southerners
TASK FORCES
SUPPORT FUNCTIONS
ADMINISTRATIVE COMMITTEE
EXECUTIVE DIRECTOR
ASSOCIATE DIRECTOR
Publication
Program Committee
Projects
Projects
Research Information
Consultants
Program Staff
Interns and Fellows

18. Mrs. Watkins will be chairman of the research and information committee. The research and information staff will have responsibility for providing direct support to all program activities and to publications. Research and information will include the maintenance of a small working information from newspapers and periodicals; the performance of bibliographic and survey research for task forces and projects; the procurement and provision of essential research materials for task forces and projects; and response to general requests for information.

19. Day-to-day coordination of general administration, finance and publications will be the responsibility of the Executive Director.

20. There will be an administrative committee consisting of the Executive Director, Associate Director, Mrs. Vick and Mr. Wood which will meet weekly to review problems of finance, personnel and general administration.

21. From time to time, as communications require, the full staff will be convened as a committee of the whole, to convey and receive information and to bring matters of concern before the entire organization. In addition the staff will take part in staff retreats from time to time, to further develop team-building efforts and to review and evaluate program activities.

22. Functional units will be kept to a minimum in order to reduce overhead, decntralize as much responsibility as possible to the task force and project level, and eliminate bureaucratic tendencies. In order to achieve this goal, staff members must be careful to understand and implement established Council administrative policies.

III. SPECIFIC STAFF ASSIGNMENTS

1. The following assignments are to primary tasks and do not include task force assignments or ad hoc project assignments.

a. Administration

George Esser	Executive Director
Harry Bowie	Associate Director
Jay Brothers	Secretary to Executive Director
Sadie Clark	Secretary to Associate Director

b. General Support Functions

Ruth Vick	Fiscal Procedures
Jim Wood	Other general support functions
Priscilla Eddy	Assistant in Fiscal Procedures
Betty Childres	Reception
Jesse Hinton	Mail Room
Eugenia Kemp	Mail Room

c. Research and Information Committee

Lucy Watkins	Chairman
Bernice Morrison	
Doris Reed	
Janet Smith	
Annie Rozier	
Lynn Bowker	Secretary to Committee

d. Publications Committee

Pat Watters	Chairman and Editor, South Today
Bob Anderson	Editor, New South
Betsy Fancher	
Ruth Howard	Secretary to Committee

e. Program Staff

Emory Via	
George Harris	
Art Campbell	
Leon Hall	School Desegregation Project
Jim Humphrey	
Alexis Herman	BWEP
Paulette Norvel	BWEP
Marge Manderson	
Nobbie Morgan	
Arminta Gatewood	Secretary to Hall, Campbell, Humphrey
Gwen Sapp	Secretary to Via and Harris
Velvia Jackson	Secretary BWEP
Josephine Byers	Secretary BWEP

Note: These assignments will require some adjustment in the current duties of some staff personnel, and these adjustments will be made before this memorandum becomes effective on September 18. This memorandum does not anticipate a few new positions which will be added as funds become available, such as secretary for General Support Functions.

2. Specific job titles or descriptions of functional responsibilities will be worked out over the next few weeks, and the suggestions of all staff members will be welcomed.

IV. TASK FORCE ORGANIZATION

1. Problem areas considered important enough for task force organization will be defined by the Program Committee,

reviewed by the entire staff as a committee of the whole, and recommended by the Executive Director to the Executive Committee for formal establishment.

2. A task force will consist of:

   a. Steering Committee - five Council members appointed by the President with the advice of the Executive Committee.

   b. Associate Members --

      (1) Other Council members, according to individual preference.

      (2) Other interested Southerners, with an invitation from the Steering Committee.

   c. Support staff, consisting of

      (1) Staff Coordinator -- Unless otherwise assigned the task force responsibility will be his primary responsibility and involve at least one one half his time.

      (2) Other staff, as assigned by the Executive Director on recommendation of the Associate Director with advice of the Program Committee. Task force assignments other than the staff coordinator will be considered as secondary assignment unless a specific primary assignment is made by the Executive Director and Associate Director.

(3) Research and Information staff, for research support.

d. Consultants, one or more on a retainer basis, as recommended by the staff coordinator and/or the steering committee and by the Program Committee.

3. Functions

a. To inventory and analyze delivery systems with the problem area and to identify the problems deterring adequacy or equality of services.

b. To monitor continuously what is happening in the region with the help of research and information staff and through liaison with agencies engaged in service delivery and with organizations or individuals representing recipients of services.

c. To define priorities for SRC sponsorship of projects involving:

(1) Research into a problem or issue, long or short-range.

(2) Monitoring of the performance of a specific program which has regional significance.

(3) Support for an innovative and promising demonstration project.

(4) Provision of information, advice or technical assistance on specific programs to interested and concerned individuals and groups within the region.

d. To help define information strategies relating to the problem area for SRC publications and medial programs.

e. With the cooperation of the research and information staff to assemble sources of information as to provide a continuing clearinghouse function for interested individuals and groups in the region.

f. To provide technical assistance and advice on request to individuals or organizations, as time permits.

g. To issue once a year a policy report which reflects review and evaluation by the task force of the "state of the South" with respect to the problem area involved.

4. Methods of Operation

a. The Staff coordinator will have responsibility for a continuous review of the state of the region on issues within the scope of the task force's responsibility.

b. The staff coordinator will convene meetings of the staff members assigned to his task force at least twice monthly.

c. The staff coordinator, in cooperation with the Task Force Chairman, will arrange for periodic meetings of the steering committee. The task force will always hold a meeting at the time of the Council's annual meeting.

d. Following the Executive Committee meeting on September 15-16, and prior to the Annual Meeting on December 1-2, the coordinator of each task force will take the following steps:

(1) Convene a day-long meeting of the staff members of his task force to develop and recommend a strategy and priorities for his task force.

(2) Arrange consultations with persons technically competent in the problems involved and with a cross-section of the agencies defined as significant in the delivery of services in his problem area to determine their perceptions of the problems in the region.

(3) Following steps (1) and (2) to arrange a meeting of the steering committee to review the task force's assignment, its goals, the projects which it considers to have priority, progress on the inventory of problems, and the implications of the inventory.

(4) To arrange at least one consultation in a critical geographic area in the region involving steering committee members, staff members, and concerned individuals (emphasis on Black and poor Southeners) who are affected by the delivery systems.

(5) To arrange for the best possible analysis of census and other standard regional data which will identify continuing problems in the region.

(6) To prepare a report from the task force for the Annual Meeting which moves as far towards an inventory of critical problems in the region relating to the task force's responsibility as is possible with the information available, which reports program priorities for the 1973 fiscal year, and which suggests conclusions and recommendations which the task force may recommend to the Council as a policy statement at the time of the Annual Meeting.

e. Staff members of a task force, other than the staff coordinator, may be given specific task force assignments in the following manner:

(1) Program staff, with the approval of the Associate Director, so long as task force assignments do not conflict with major project assignments. The intent is not to require specific permission for minor tasks but to insure overall staff and program coordination if a major amount of time will be required. The staff coordinator and the staff task force member involved are encouraged to use their good judgment.

(2) Administrative staff, to the extent that such assignments do not interfere with primary administrative responsibilities. Administrative staff (including clerical and mail room staff) are specifically encouraged to become involved in task force activities, but priority must be given to primary assignments. Overtime pay or compensatory time for involvement in task force activities will require the approval of the Associate Director.

f. Task forces will be given an annual budget allocation to cover:

(1) Travel for the staff coordinator or for any staff members of the task force on task force business.

(2) Expenses for the necessary travel of steering committee members.

(3) Consultant services.

g. A temporary budget for the period September 15-December 1 will be determined and allocated following the meeting of the Executive Committee.

V. PROJECT ORGANIZATION

1. Special projects may be activated by the Executive Director and Associate Director on recommendation of the Program Committee, such action to include:

a. Definition of the project objective and means of implementation.

b. The date the project is to begin and the probably date of termination.

c. Staff assigned to the project, with a project leader named if two or more staff members are involved.

d. Allocation of a budget to support the project, with directions for budget allocations to be incorporated into the management information system.

e. Means of implementation of recommended results following completion of the project.

2. This procedure will not apply to "targets of opportunity" which require relatively small amounts of staff time or budgetary resources. Either the Executive Director or the Associate Director may initiate small projects after checking for staff availability.

3. A staff member not assigned to a function may be assigned to one or more task forces and to one or more projects. He must be conscious of his own time commitments, and although he is encouraged to respond to requests and opportunities that come to him individually, he must make sure that his response to requests that come in "off the street" do not conflict with his Council assignments. Staff members with primary functional assignments may be given secondary program

assignments to a task force and/or to a project, and they must be equally careful to conserve their time for assigned responsibilities.

VI. AD HOC COMMITTEES

1. Ad hoc committees will be appointed by the Executive Director from time to time to work on specific Council problems. Recent examples are the awards committee (to make recommendations to the Executive Director where a grant from SRC to an organization has been proposed), committees to help plan the Annual Meeting (now being appointed), and the committee to suggest criteria for the George S. Mitchell award.

VII. INTERNS AND FELLOWS

1. As SRC's program develops, we hope to have funds to attract interns to work with SRC for limited periods (generally college students, graduate students or young college graduates) and fellows (with more experience and an established reputation) to work with SRC for more extended periods. As funds become available and internships or fellowships are awarded, these grantees will be given specific assignments.

VIII. STAFF PROCEDURES

1. Suggested revisions of the staff manual are being prepared by the Executive Director and Associate Director, and a draft will be submitted to a committee - of the SRC staff for review and comment before submission to the full staff for review.

IX. EFFECTIVE DATE

1. This memorandum will become effective on September 18, following a report to the Executive Committee and such action as is necessary by the Committee.

D R A F T

THE GEORGE S. MITCHELL AWARD

of

THE SOUTHERN REGIONAL COUNCIL

ELIGIBILITY:

The George S. Mitchell Award recipient will be selected from Southern groups or organizations which have contributed to:

> the solution of problems of poor people, and interracial understanding.

Primary consideration will be given to groups and organizations that work in one city or community or that are state-wide; but region-wide groups indigenous to the South will also be considered.

Not eligible are those groups or organizations:

1. Whose activities have been substantially supported by the Southern Regional Council during the year (by funding, by technical assistance, or by assistance in the administration of standards);

2. That are publicly-supported, not private (although a private group or organization that receives public funds is eligible for consideration).

CRITERIA FOR SELECTION:

1. OUT-REACH

To what extent did the group's efforts reach and have impact on people? To what extent did the group's efforts involve people? Did "grass roots" people participate in the group's efforts? Were they involved in its decision-making? Was there growth in community participation during the year (as demonstrated by

membership increase, or intensified or broadened activities and involvement of people)? Was there growth in community support during the year?

2. EFFECTIVENESS

Within the program role and strategy the group has chosen, is it effective? Are the role and strategy it has chosen effective ways of reaching its goals (when compared with use of different strategies by others with similar goals)? Has the group achieved some form of positive change during the year--reform, increased public understanding, a significant change in the method of quality of service delivery?

3. SUBSTANCE

Is the contribution of the group continuing in the sense that it generates growth or further activities by its constituency? Are its efforts continuing in the sense that they are in an area not merely momentarily newsworthy? Does it attack root causes, not mere symptoms of problems? Does the group's program meet a need that would not otherwise be met? Is its program innovative?

NOTE: The Award Committee will attempt to achieve regional balance in its selection from year to year. It will not select the same recipient two years in a row. The Southern Regional Council will not confer a George S. Mitchell Award if in the view of the Award Committee there is not a suitable candidate.

SOUTHERN REGIONAL COUNCIL, INC.

M E M O R A N D U M

TO: George Esser DATE: September 13, 1972

FROM: Pat Watters COPIES: 7

SUBJECT: Proposed Merger

Planning has continued and thinking refined on the suggestion made at the last executive committee meeting that South Today and New South be combined into one monthly magazine. A staff committee consisting of Pat Watters, Bob Anderson, Lucy Watkins, Harry Bowie, Jim Wood and Ruth Howard has been studying the proposed merger and working on planning of different aspects of it since early July.

Following is a summary of the major concerns in the planning:

1. Rationale. The financial, practical and strategic advantages of one monthly magazine were presented at the last executive committee meeting. These boil down to being able to present a larger amount of material on a broader scope in a more attractive format for the same basic printing cost now going into the two present publications.

Thinking has continued and been refined on the concept presented at the last executive committee meeting of what the magazine ought to be. In sum, the magazine is envisioned as a vehicle for expressing the concerns and goals of the Southern Regional Council, for giving Southerners--both renowned and unknown writers and people who are not writers but have something to say--a free voice, and for providing a southern viewpoint on regional, national and even world events.

Two parts of this have been stressed in planning. One is the concept of seeking out and encouraging expression by unsung Southerners--to the extent that Southern Voices is one of the working titles under consideration. (The other is THE SOUTH Today.)

The other concept stressed in planning is utilization of the magazine for strategic and program aims of SRC. Design planning includes special devices for presenting SRC reports. Information of use to and about people and agencies engaged in struggle for social

change in the South will be a regular part of the contents. Such material will be presented in a manner to interest the general reader, just as more general material will be of a nature to appeal to movement people. SRC has a strong reputation for avoiding propagandastic approaches; the same high standards will apply in the new magazine.

2. Design of the Magazine and Printing Costs. We have retained Ken Thompson, a graphic designer, on a consulting basis to design an appropriate format for the new publication--including standardized headlines and lay-outs. The idea is to have a basic format that expresses the tone and purpose of the magazine and which, through utilization of the printers' art department, will allow us to operate without a lay-out specialist. Mr. Thompson's speciality is simplicity of design at low cost; he is confident he can design for us a magazine to be printed in black-and-white on inexpensive paper that will look better than multi-color publications on slick paper--like Playboy.

The basic design is for a 40-page magazine in black and white. The ~~xxxx~~ design goal is that cost for 15,000 copies (present combined circulation) amount to the same as combined printing costs of the present publications of $4,200 a month. Forty pages every month is about a hundred pages more a year than we are presently printing. We can also anticipate savings on printing of Task Force reports, etc., through using them in the magazine and then printing extra copies of the reports alone.

3. Promotion, Circulation and Advertising. One of the first objectives will be to increase the circulation of the magazine--for the obvious purpose of reaching a larger audience and the secondary one of being more attractive to advertisers. We are collecting mailing lists for mail promotion, and we will explore possibilities for advertising in other magazines, and for news-stand exposure.

We are also studying the postage-rate schedules to determine which would be most advantageous. When printing costs and postage costs are more firm, we will be able to determine a subscription rate and be able to know what percent of costs subscriptions will take care of. The present free circulation of South Today will be continued (with controls), and other opportunities for effective free distribution explored.

The local publishers representative we had previously consulted has concluded that he does not have the time to handle our account. We are exploring possibilities with two other Atlanta people. But more and more, it looks like we need to find someone with a national (rather than a regional or local) approach. We plan interviews anyhow with editors of various comparable publications; a major aim of these interviews will be to find an appropriate person or agency to handle advertising.

The thinking about advertising in the design and cost planning is this: If advertising requires four-color production, we will use the minimum amount of this necessary (a section of the total pages) and require the advertising to pay for the extra printing cost and for extra pages beyond the basic 40.

We are working on a questionnaire to be sent to present subscribers to gather market information needed to sell advertising.

The intent of planning about advertising has one underlying aim--not to get locked into a budget that depends on advertising to continue publication. That way we would lose the freedom that subsidized publishing allows. Instead, advertising revenue will go into enhancing production (as in use of four-color)and into enhancing talent fees.

4. Talent Fees. We have not worked out precise figures, but it is apparent that an increase in current costs may be incurred here. The amount of increase will depend on the amount of material we use paid for by other sources or from other parts of the SRC budget--i.e. special reports from consultants, the task forces etc. But we will be carrying 100 pages more a year (at least) than in the past, and we do need to make some adjustment in present fees. The current range is from $150 on New South to $300 on South Today. We would change to a $25 to $300 range with an occasional rise above it where necessary--and have far more flexibility than presently, paying not by the length but quality and depth.

5. Assignments, Endorsements, Contributing Editors. We have begun collecting an inventory of stories (which could be used in the two present publications). We have many more specific assignments in mind and can begin making them upon approval of the merger. The informal enthusiastic response we have received from writers and photographers across the South suggests another immediate project--writing to such people saying the magazine will be launched and eliciting their response for use in promotion. Name writers accepting assignments may also be so used. Finally, we can begin to move at once on lining up contribution editors in various specialities. The arrangement would not be for a specific number of articles a year but for the various contributing editors to be on call when we need them and to send us material when they have it.

6. Staff. As reported at the last executive committee meeting, an additional two staff members are needed for the magazine (and to bring the SRC editorial staff up to full strength). A look about us quickly reveals the very real need for a black influence and a young one. I am happy to report that we have been able to secure on a tentative basis the services of an able and experienced editorial assistant, Miss Paulette Potts--who is both black and young. She was formerly with SCLC, working on publications and radio shows.

Bob Anderson and I have a pretty good grasp of what our roles will be--which is much the same as they have always been. Both of us will edit the copy that goes into the magazine--Bob with an eye for the things he is good at improving, me with one for the things I like to do. I think there is good balance between us. We will both have more time to get out and find stories, write about things, and recruit and encourage contributors. It is safe to say that between us and with the rest of the staff, there will be that minimum of hierarchial and bureaucratic time-wasting that has become a staff goal.

7. Timing of Change-over. It is still feasible to think of a Jan. 1, 1973 first issue--but probably on the basis of present circulation and without advertising. Necessary promotion and research for the latter will take longer. We can by the annual meeting give a realistic target date--and the idea of a Jan. 1 changeover with subsequent promotion based on that product may be a most feasible alternative.

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IV-A

MEMORANDUM

August 31, 1972

TO: George H. Esser, Jr.

FROM: Dewitt Sullivan

SUBJECT: Summary of items discussed on my visit to your office on Wednesday, August 23, 1972

1) Secretary-Treasurer

This job title, in my opinion, does not describe the staff duties and responsibilities currently performed by Mrs. Vick. At the same time, this title describes duties and responsibilities which are normally reserved for a board member.

I recommend that Mrs. Vick's title be changed to Controller or Comptroller. The title Controller or Comptroller encompasses what Mrs. Vick's duties and responsibilities actually are, and it also clearly indicates that it is a staff position rather than that of a board member. As Controller Mrs. Vick should not be allowed to sign General Fund and Payroll Checks. The Secretary-Treasurer's function should be carried out by a board member.

To provide adequate controls and facilitate operations, I recommend that four individuals be authorized to sign checks. (See Section 4, below).

2) Receipts and Deposits

The cash receipt and depositing of funds should be done by someone other than the person performing the bookkeeping. The secretary to Jim and Ruth seems to be the logical person to receive all checks from the person responsible for opening and distributing the mail. The following procedure would then be followed:

1) The secretary would type a list of checks received and provide a copy for the bookkeeper (Priscilla).

2) The Bookkeeper would receipt the checks and prepare bank deposit slips. The deposit slips would be given to the secretary

3) The secretary would sort the checks according to deposit slips and deposit them in bank.

3) Bank Accounts

You presently have a General Bank Account and a Payroll Bank Account. I suggest you open two additional bank accounts: a Paying Account and an Imprest Account. The Paying Account would be used for general disbursements and would operate on the same principle as the Payroll Account that is, the balance will always be zero. To accomplish the benefits which can result from the institution of a Paying Account, regular disbursements dates must be established. I suggest the 10th and 25th of each month. These dates will allow you to take advantage of any discounts from vendors, and at the same time, enable you to make timely reimbursements to employees for expenses incurred in traveling. The advantages of having regular disbursements dates are numerous, the most important being that the accounting personnel can better plan their work load and have ample time to obtain and review documents supporting disbursements.

The Imprest Account is a special bank account to be used for emergencies between disbursements dates, such as travel advances and prepaid items such as periodicals. This account operates on the same principle as a Petty Cash Fund. The difference is you use checks instead of cash. Five hundred dollars should be a sufficient amount in this account. The maximum amount of any check drawn on this account should be $100.00. At least two people should be authorized to sign checks on this account. However, only one signature should be required on the check. I would suggest that Jim and Ruth be authorized to sign checks on this account. This account should be reimbursed on the regular disbursements dates, the 10th and 25th. The transactions on this account should be subject to careful scrutiny by you or your secretary at the time of reimbursement.

4) Authorized Signatories

To facilitate operations and maintain adequate controls, I recommend as noted above, that four persons be authorized to sign checks, with two of the four signatures required on each check.

I recommend that the following be the authorized signatories for the General, the Paying, and the Savings Account:

Executive Director

Treasurer

Executive Assistant

Assistant Secretary-Treasurer (The Executive Director's Secretary)

The Executive Director should be authorized to sign all payroll checks.

I further recommend that facsimile plates be used to sign checks drawn on the Paying Account and the Payroll Account. The plate for the Paying Account should contain the signatures of the executive director and the treasurer. The plate for the Payroll Account should contain the signature of the executive director.

The checks drawn on the General Account should be manually signed by two of the four authorized signatories. When practical, one of these signatures should be that of the executive director.

5) Accounting Records

The accounting records are maintained manually. They appear to be adequate to safeguard the assets of the Council. It appears that they are current and well maintained. However, they do not facilitate providing current management information such as budgetary information and controls.

The cost of providing manually the type of information and controls you need would be prohibited. In addition to the information your system is now providing you should be receiving as a minimum, statements reflecting the budget, current month expenditures, year-to-date expenditures, and unexpended balances by line item for your various departments, divisions or components. To receive this information on a timely basis it may be necessary to go to a mechanical system. I suggest consideration be given to a data processing service.

6) Budgeting

Your master budget should be broken down by departments, divisions, and components. The department, division and component heads should be involved in the preparation of their budgets and should be responsible and accountable for their budgets.

SOUTHERN REGIONAL COUNCIL, INC.
STATEMENT OF ASSETS AND FUND BALANCES
ARISING FROM CASH TRANSACTIONS

AUGUST, 1972

ASSETS

Cash in Banks:		
Regular Checking - Citizens Trust Company	3,759.05	
Regular Checking - 1st National Bank	30,800.37	
Regular Checking - SPECIAL ACCT. (H. Fund) 1st Natl.	182.50	
Payroll Account - Citizens Trust Co.	122.24	
Savings Account - Citizens Trust Co.	85,748.78	120,612.94
Due from Foundations & other organizations:		
Southern Consumers Cooperative, Inc.	7,000.00	
Voter Education Project	6,213.72	13,213.72
		133,826.66

FUND BALANCES

General Operations	(26,337.24)	
Add amounts withheld from employees and not yet remitted	(3,239.19)	(29,576.43)
Reserve fund		84,329.45
Southern Community Development Corp.		(195.63)
Labor Project		10,051.78
Emory Via and Female Employment (BWEP)		(3,787.90)
School Desegregation Project		(3,170.03)
Hunger Fund		182.50
Community Organizations		8,123.28
Printing		8,815.70
Special Project #2		7,250.85
Royalties		6,339.87
Task Forces		8,745.69
SRC Publications		6,305.50
Leadership Project		7,336.05
Special Research and Consultative Services		13,130.91
Special Project #3		5,924.78
Biography of Justice Hugo Black		5,856.84
Black Appalachian Commission (BAC)		(106.00)
N. C. Public Education Handbook		3,000.00
Stouffer Conference		(4,730.55)
		$133,826.66

SOUTHERN REGIONAL COUNCIL, INC.

GENERAL OPERATIONS

STATEMENT OF RECEIPTS

AUGUST 1972

	Month of August	Year to Date
RECEIPTS:		
Foundations (Irwin-Sweeney-Miller Fdn.-1 M)	1,000.00	11,000.00
Individuals	24.65	688.15
NEW SOUTH subscriptions	123.00	3,525.50
SOUTH TODAY Subscriptions	87.50	1,103.75
Sales from Miscellaneous Literature, Books, etc.	52.75	2,034.39
Interest Income		1,419.33
Overhead from Project Grants	818.47	84,524.97
Total, General Operations	2,106.37	104,296.09
OTHER:		
Field Foundation		751.34
Field Foundation		25,000.00
Southern Education Foundation		4,000.00
Field Foundation		6,000.00
New York Foundation	5,000.00	5,000.00
Total	5,000.00	40,751.34

SOUTHERN REGIONAL COUNCIL, INC.
GENERAL OPERATIONS
STATEMENT OF DISBURSEMENTS

August 1972

DISBURSEMENTS:		
Salaries and Wages	14,334.87	93,663.82
Social Security	294.68	4,232.13
Travel	782.36	5,485.12
Telephone and Telegraph	1,844.43	7,583.29
Executive Committee and Annual Meeting	72.00	4,459.87
Books, Subscriptions and Research Materials	11.33	2,243.15
Office: Supplies	630.03	3,037.20
Equipment	39.01	2,984,07
Maintenance		1,175.35
Equipment Rentals	934.30	4,322.10
NEW SOUTH: Postage		
Printing		
Author's Fees		
Other	20.00	117.00
Postage - General	493.49	4,796.46
Rent	1,582.50	14,375.37
Printing		1,125.55
Accounting	100.00	3,815.00
Insurance: General	325.00	1,884.00
Staff Benefits	1,392.96	9,569.15
Miscellaneous	1,026.30	3,298.30
Contingency	648.82	775.82
Moving Expenses	4,888.85	10,358.18
Total Disbursements, Gen. Operations	29,420.93	179,300.93
OTHER:		
Southwest Ga. Project for Community Education		25,000.00
University of South Florida Fdn.		751.34
N. C. Education Handbook		1,000.00
Biography of Justice Hugo Black		6,000.00
Community Organizations	5,000.00	5,000.00
Total	5,000.00	37,751.34
Excess (or deficit) of Receipts over Disbursements	(27,314.56)	(75,004.84)
Fund Balance, Beginning	48,667.60	48,667.60
Fund Balance, Ending	21,353.04	(26,337.24)

THE FIELD FOUNDATION
100 EAST 85TH STREET • NEW YORK, N.Y. 10028
212/535-9915

April 3, 1972

Mr. Emory F. Via, Director
Resources Development Center
Southern Regional Council, Inc.
52 Fairlie Street, N.W.
Atlanta, Georgia - 30303

Dear Emory:

I have read the draft proposal sent up with your letter of March 29, and would have the following comments, produced in haste.

I would suggest that before you seek funds for your proposal you recruit your task force so that its composition becomes a central part of the project.

I know your understated style and manner, but not everyone else does. I think the proposal needs to manifest more urgency more passionately. I think it needs to suggest that something is going to happen as a result of the task force. The proposal ought to say more explicitly and concretely what and whom you are against, whom for, what are your fears. The section which you label "The Need" is sound enough, but awfully mild.

I don't make the above suggestions lightly. I don't think you at SRC should ever underestimate how much importance often is attached to what you write in documents such as this. You send a proposal up to the foundations in New York which paints the school integration problems in the South in these very quiet terms. This is likely as not going to be regarded by persons up this way as an authoritative interpretation. I think you need to tell Carnegie, Rockefeller, Rockefeller Brothers, etc. just how serious the situation is in the South. Even if you don't get a penny from them, you will at least have helped educate them or at least not have misled them.

Those are three of the foundations I believe you should approach with this. I think SRC should also regularly send things to the new foundations with piles of money. One is Edna McConnell Clark, and another is Norton Simon. Also, hasn't it been a long time since the Stern Family Fund granted anything to SRC; or for that matter, anything to speak of to the South?

Sincerely yours,

Leslie

Leslie Dunbar

LD/kjs

SRC — Admin's

November 13, 1972

M E M O R A N D U M

TO: SRC Staff

FROM: George H. Esser

This memorandum sets forth procedures for the employment of new staff personnel by the Southern Regional Council.

1. Secretarial and Administrative Personnel

In order to utilize the talents, skills and resources of the Black Women's Employment Project, I have asked Harry Bowie to make the staff of BWEP available to the full Council for the purpose of screening and interviewing applicants for secretarial positions and other administrative positions at the SRC. The staff of BWEP, after interviewing all applicants, will recommend three persons to the appropriate person listed below to be interviewed for such vacancy.

Executive Director for Administrative and Support Staff
Associate Director for Program Staff
Publications Director for Publications Staff
Research and Information Director for Research & Info. Staff

Responsibility for actual interviewing of the screened applicants may be delegated by the appropriate committee chairman to a member of his staff. Once a specific recommendation has been formulated, the applicant chosen may be interviewed by the Associate Director, if the vacancy to be filled is in the program staff or research and information staff, or by the Executive Director, if the vacancy is in the administrative and support staff or the publications staff. An employment decision will be made after this final interview.

2. All Other Positions

Responsibility for seeking qualified persons to fill vacancies in all program positions is vested in the responsible staff member for each program:

The Associate Director for Program
The Chairman of Research and Information Committee for Research and Information Staff
The Publications Committee Chairman for Publications
The Executive Director for Administration and Support

No final appointments will be approved without the approval of the Associate Director for vacancies in program and research and information, and without the approval of the Executive Director for publications and administration and support. Harry Bowie and I will reserve the right to call on each other for advice on specific appointments.

3. General

Once decisions on employment have been made, employment letters will go to all new employees from the Executive Director. All files on new employees will be maintained by Mr. Wood. New employees will be taken by their supervisor to Mrs. Vick on the first day of employment for necessary orientation with respect to salary and fringe benefits. The immediate supervisor will also have responsibility for taking the necessary time, as soon as possible, to (1) provide orientation to the new employee with respect to the mission and operation of SRC, and (2) introduce the new employee to other members of the staff. Once the staff manual has been completed, the immediate supervisor will review the staff manual with the new employee.

****

MEMO FROM THE DESK OF:

Emory Via

SRC- Admin

1939-42 (G)
LVMI
Pres Majors

Published
Cement Co

Assoc $14T
2,333
16,333

AAUP Salaries + Rat.
Summer, 1971
1972

1/6 14
2333
6|14,000

Energy Chem (?) TIAA
Makes you look better

Hermanter Asst. Prof - 10T +
PhD 9 Mon
No Exp

11T Nat'l

Assoc. (High 14-18) 15T better
Than Energy

19T-20T

Asst.
12,000
+2,000
14,000

Mr. Morgan &

{deadline has passed
there is an extra}

Let Mr. Davis know by Friday

Blair
Russell Major — AAUP
↳ Country wide
636-7107
377-2411 Office X7503

New PhD's instructor
$8,500 — 9 mos (min)
10,000 — 11T

Asst. Prof 6 yrs exp — 12T / 9 mos
Assoc 14T 9 mos
Full Prof 16T 9 mos

SRC Hist

To: Southern Regional Council

From: Jacquelyn Hall

Re: Research on Southern Women

Partly because of male bias, partly because of a traditional view of history as a series of battles and presidential elections, women have been left out of the history books. The social upheavals of the 60's and 70's have not, however left the historical profession untouched. Suddenly aware that libraries are full of the papers of "Great White Men" and that concepts like "the end of ideology" and "the pluralistic society" don't do much to explain the mess we're in--historians have begun to try to recover the history of women, blacks, and working people and to develop a more critical analysis of the dynamics of American history.

Recent social changes have also brought Southern historical studies into a new perspective. Most efforts to comprehend "the mind of the South" have focused on the culture and historical experience of white people. As the writing of Black history progresses our understanding of Southern culture will be inevitably enriched and reinterpreted. Moreover, because the South can no longer be used as a scapegoat for the nation's racism, Southern history as a whole can be pursued with greater objectivity and subtlety.

The time seems ripe then for an effort to deal with the history of that much idolized and much ridiculed American--the Southern woman.

Specifically, I propose to write a thesis/book/series of articles on the role which women have played in movements for social justice and racial equality in the South. I'll be trying to deal with this

subject on several different levels: 1) I want simply to uncover and record the contributions and activities of women. 2) I want to use these activities as one way to get at some basic questions about the role and status of both black and white women in Southern society. 3) I want to delineate the role which sexual attitudes and attitudes toward women have played in the ideology and persistence of Southern racism.

Although my thesis will focus on the involvement of women in the interracial movement between WWI and WWII, I will also be gathering material on and doing interviews with women from the whole spectrum of the Southern left--from the League of Women Voters to the Southern Tenant Farmers Union to the Communist Party. I would hope that the material I gather could serve as a basis for interviews and articles in SRC publications.

More broadly, I would hope that my work could help create an historical consciousness among movement people and among younger people whose political experience comes out of the counterculture and the antiwar movement. It is my conviction that how one views history and how one lives in and copes with the present are intimately intertwined. Because the struggles of the 30's and 40's were largely lost to the generation which grew up during the era of cold war anti-communism, the civil rights movement seemed to spring out of nowhere. As a result the New Left has lacked an historical consciousness which transcends differences in generational style; gives a sense of context and continuity to political activity; enables one to build on an accumulated understanding of how society works; and makes it possible to learn from the mistakes and victories of the past.

Finally, I want to use the material I gather--in my own teaching and in the creation of curricula for other teachers to use--to give content, immediacy, relevency to the "history" young people are taught in Southern schools.

Much of the manuscript material I will be using for this study is located at Atlanta University. I have enough income to live on while I work through this material. But I need also to make several research trips: to the Library of Congress in Washington; to the Southern Historical Collection in Chapel Hill; and to a number of smaller state and private collections. Secondly, I would like to spend a good deal of time this spring doing interviews with women in different parts of the South. I feel particularly anxious about this part of my research, since some of the women I will be interviewing are old and in precarious health. It is for help in funding these research and interviewing trips that I am applying to the SRC.

Budget

Travel expenses, gas and lodging	$400
Tapes and xeroxing	$100

In addition:

Use of SRC equipment for xeroxing research material in Atlanta and equitable payment for any articles or interviews used in SRC publications.

SRC - Admin

Outline of Proposal for Foundation

I. Introduction

A. Summary of May - September. Refer to proposal letter in July requesting escalation of 1972 grant.

B. Restate SRC goals and objects - quoting from introduction to Organizational Memo.

II. Basic Strategies and Organization

A. Briefly state SRC strategies for the next few years, with emphasis on:

1. Growing involvement of Council members and other Southerners in understanding critical regional issues.
2. Research, monitoring and information that demonstrates need for and direction of, change.
3. Development of a communications network for community groups and individuals sharing SRC goals.
4. Publications and other media programs that permit wide communitcation of results of SRC program and attitudes and aspirations and point of view of Black and poor Southerners.

B. Briefly state style of organization and its implications for program and budget.

III. Task Forces

A. Organization

B. Functions

C. Membership

IV. Program Outline for 1973

A. Analysis by each task force:

1. Program focus
2. Summary of problem areas
3. Definition of task force priorities for 1973.
4. Definition of projects within scope of task force subject matter area which have priority for 1973.
5. Specific goals for task force, including related projects for 1973.

B. Other proposed and priority projects to be undertaken by SRC in 1973, with definition of project, summary of methods to be used, and reasons for priority.

C. Role, function and objectives of Research and Information Committee in support of Program.

D. Methods to be used in determining changes in program priorities as events require changes.

V. Publications and other Media Programs.

A. Summary of plans for merger of New Southland, South Today, and policies of new monthly.

B. Other media programs of SRC - TV, Cable, radio.

VI. Administration and General Support

A. Functions as re-organized.

VII. Budget for 1973 (November 1, 1972 to October 31, 1973)

A. Program budget, with options (we may not put everything in this budget).

B. Publications budget.

C. General Support and Administration

D. Proposed salary revisions and fringe benefits

SDP Admin ?
Field Foundation

A Proposal for the Support of the
School Desegregation Project of the
Southern Regional Council, Inc.

Over the past twelve months, the staff of the Southern Regional Council's School Desegregation Project has attempted to draw attention to the needs of students in in-school situations and to work with students on the following premises: (1) that large-scale school desegregation is now a reality, (2) that, notwithstanding continuing discrimination, all students are adversly affected by the handling of in-school situations, and (3) that students see through and react against the contradictory behavior of those establishment educators and their conservative supporters who perpetuate educational wrongs against students.

The situations in which Black and White students find themselves require that resources be made available to meet their needs. Black students are still confronted with racial discrimination and in counteracting such negative pressures must explore the various avenues that may lead to solutions. White students not only need to be aware of what their Black colleagues face, but understand the detrimental effect on their own educational environment and social development where discrimination exists. In such situations it is certain that

the rights of all students suffer, that education takes on negative meanings, and that schools cannot develop into places where learning takes place and that students and staff can be thought of as persons.

The School Desegregation Project has worked to establish the idea of treating students as a positive resource in solving school desegregation problems, developing mature ideas about student rights, and in assisting education agencies and the community to achieve quality desegregated education. The concept of students as a resource undergirds all that we do. Our work to date persuades us that with proper support, consultation, and technical assistance a significant number of Southern youth can find a new understanding among themselves, devise strategies to protect their rights, protect their physical and psychological integrity during times of great stress, and provide an important element of leadership in dealing constructively with the region's continuing social problems.

The Council has provided very modest resources during this year to test some of our ideas and to provide a small demonstration of what might be done. The staff of the School Desegregation Project concentrated on identifying, recruiting and training potential student leaders and/or organizers, assessing the needs of youth, testing and retesting the mood of youth in the South, and experimenting with various programmatic approaches to making resources available to youth

in the in-school situation.

Our observations have been formed from field experience and with substantial participation by students from colleges and high schools in most of the Southern states.

We have found both (1) a growing sense of frustration and alienation among the youth of the South and (2) a growing awareness of their potential power to affect important decisions. The frustration and alienation were especially apparent among secondary school students. The awareness of power was more apparent among college students (certainly abetted by the eighteen-year-old vote). Each of these conditions suggest the need for program attention. We have found Black and White college students who are prepared to offer positive assistance to high school students as the latter face the problems that accompanied massive school desegregation. And we have found high school students responsive to such assistance when properly presented. They welcome differing perspectives and find it easy to accept the college students as peers.

How our society has dealt with the issues of war and civil rights, the questions raised by student radicalism on college campuses, the unresponsiveness of youth-oriented institutions which can appear as instruments of control rather than opportunities for growth have all contributed to the frustration

and alienation of youths within the region. Our observations here, of course, coincide with those of many others. We feel, though, that they are appropriate background for a set of problems with which we wish to deal more effectively.

We recognize serious continuing discrimination within schools that are desegregated. Sometimes it is blatant and provable such as racial remarks or discriminatory procedures. But there are harrassments and threats which are less clear cut. And there are serious allegations of official tampering (or the threat thereof) with high school records--a matter alone which deserves close scrutiny. We also know that Black and White students need a better understanding of the history of school desegregation, why there was a school desegregation movement, and how desegregated education can be beneficial to the total community. We understand the growing need for clarity about student rights to provide protection for individuals and to help assure that educational establishments increasingly think of persons and learning rather than simply maintaining systems and exercising authority.

Our assessment of the youth mood, the need for full participation by young people in matters affecting them, and the desirability of viewing young people as a resource in building healthier communities lead us to propose programs in the following areas:

1. Opening and maintaining avenues of communication

into the in-school youth community. Based upon staff findings over the last twelve months, college students are the most effective liason with the youth community.

2. Broadening student perspectives of the school desegregation issue. The history, current developments, and rationale of school desegregation need specific attention.

3. Educating youth about the institution of public education to create understanding of:
   (a) problems and needs;
   (b) how to work for change; and
   (c) how to increase and utilize student power to achieve change.

4. Providing skill training and technical assistance in two key areas:
   a) non-violent strategies and techniques of community organization;
   b) communication and intergroup relations.

5. Establishing a regional Student Advocacy Center which will:
   a) Serve as a resource center documenting and making referrals for problems dealing with in-school racial discrimination and/or rights violations.
   b) Serve as a strategy-building center by facilitating communication among youth

throughout the South and by convening planning seminars, conferences and other activities to enhance youth skills and opportunities.

c) Serve as a clearinghouse for information pertinent to the in-school problems confronting youth in the South. This activity would include the publication of a monthly tabloid newsletter, publication of youth oriented reports and/or educational handbooks and other materials.

During the year we have used three mechanisms in implementing the School Desegregation Project. We have used bi-racial teams, state coordinators, and a training institute.

Bi-Racial Teams. A major focus of the project has been to recruit college students into small bi-racial teams that would return either to their own home community or to a community with which they were familiar and work with high school students caught up in school desegregation issues. The secondary school students were assisted in thinking through their problems and in finding answers that could be implemented by student action.

State Coordinators. In each of the states where we have extended activity we have located one or more coordinators. They were college student volunteers for whom we at times were

able to pay travel expenses and in rare cases provided some modest stipend for their services. They have served as a communication link on and among campuses and between SRC and students, maintained contact lists, assisted in recruiting volunteers, and were recipients and transmitors of training.

Regional Institute. A ten day regional training institute was held in August for thirty-three college and high school students. It was a time of serious learning, skill training, experience sharing, and for assessing the youth situation in the region. Considerable attention was given to the kinds of efforts needed to assist young people in playing a full role in their own affairs. It was also an ocassion in which some thirty resource people were involved from one day to a week each; their exposure to the young people, we felt, was equally as important as what they brought to the institute. We participated in shorter conferences that provided more limited opportunities for training and sharing of experiences.

We will continue to use these methods of implementing specific aspects of our program.

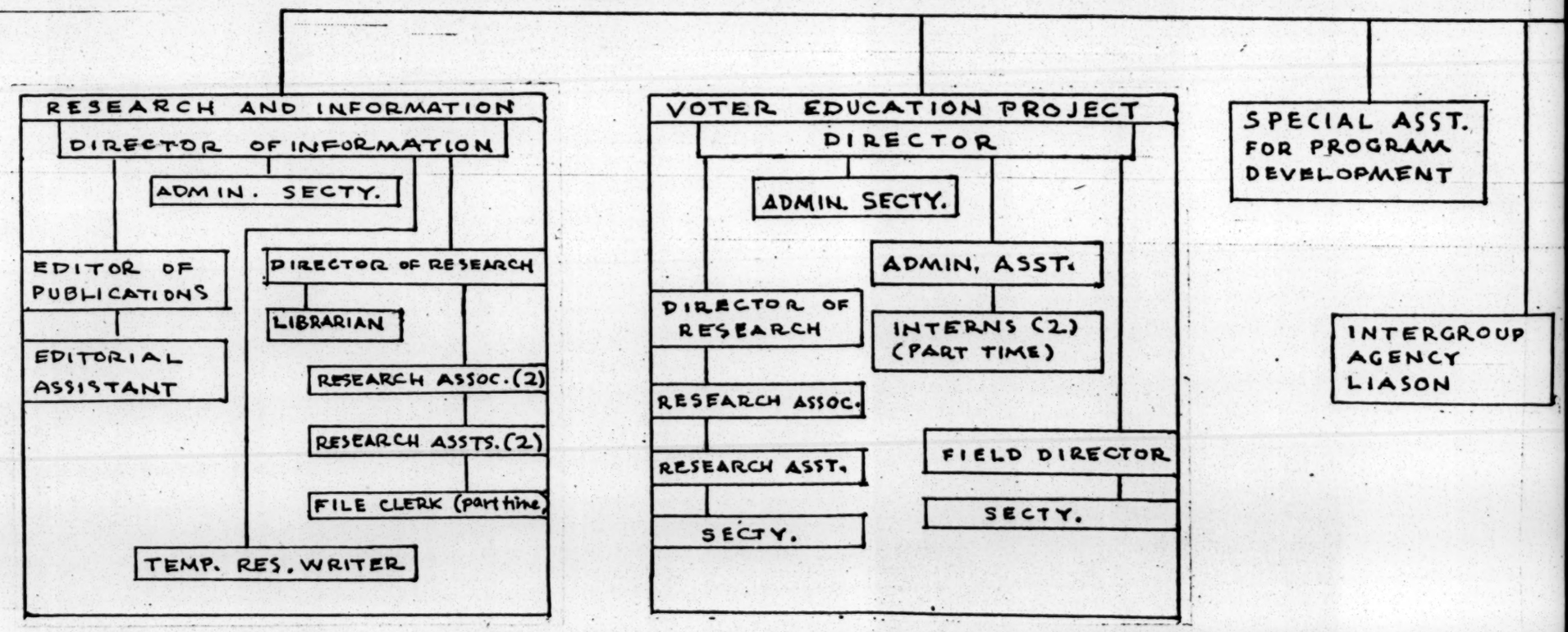
Due to a lack of funds we have slowed the process of identifying, recruiting, and training student resources at a time when we urgently feel the need to continue those efforts. We are proposing to recruit and train students on three college campuses in each of ten states.

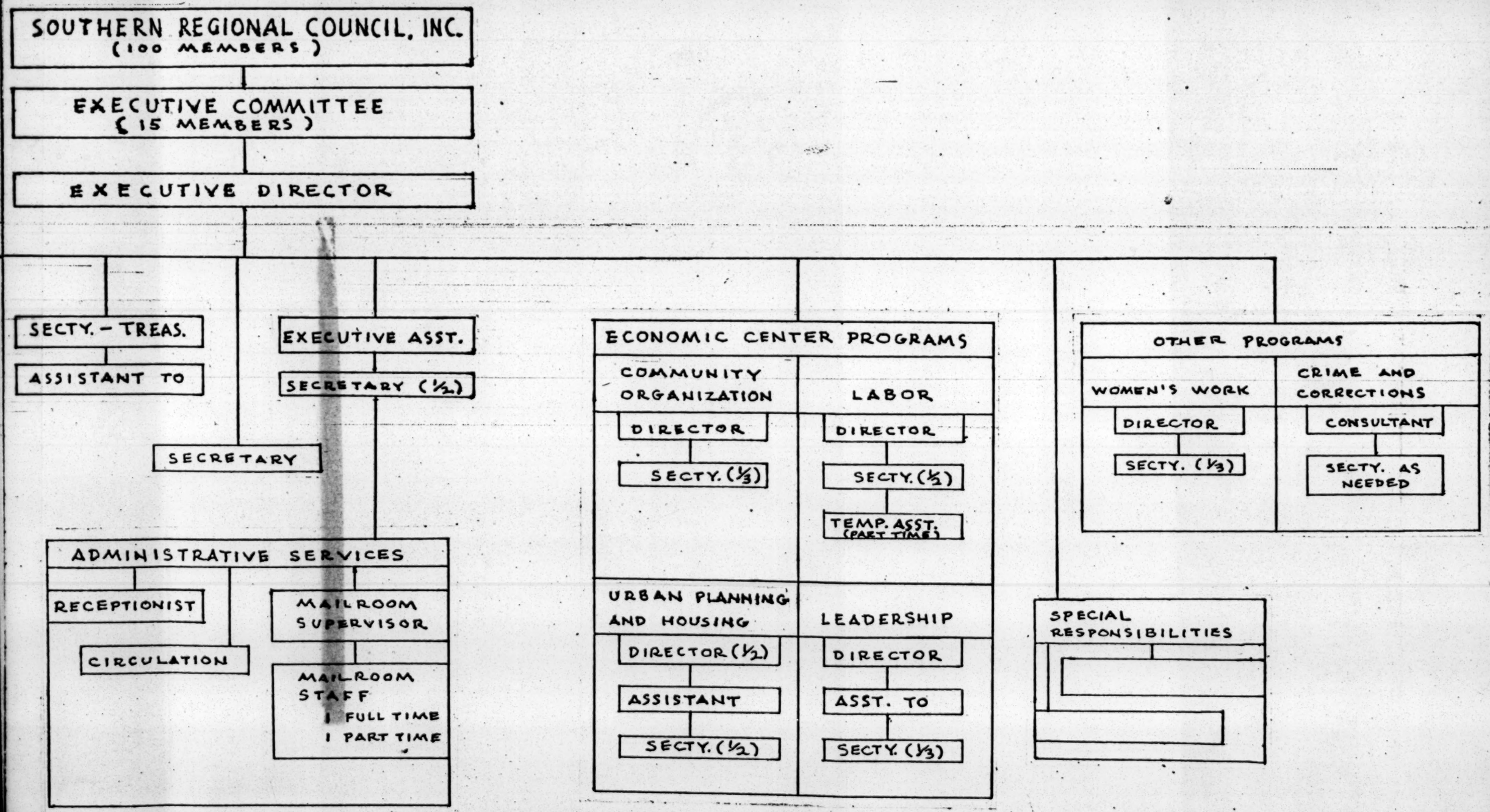
During the early spring the college volunteers would begin working in local school situations with high school students. During the summer months we would recruit for the coming school year, evaluate the past year's activities, maintain on-going projects, and convene a regional youth institute. Of course, many of the other activities mentioned in this proposal will be carried on throughout the whole year.

We are proposing a sizable undertaking. The budget that follows indicates the funds we feel are needed if the total project is to be accomplished.

PROPOSED BUDGET 1972 FOR
SCHOOL DESEGREGATION PROJECT
Southern Regional Council, Inc.

Salaries and fringes	$38,000.00
Project Coordinator	
Student Organizers (2)	
Student Interns	
Coordinator of Student Advocacy Center	
Secretary	
Travel	13,500.00
Staff, special resource people	
Student coordinators in each state	
Telephone	1,800.00
Publications	10,000.00
Monthly Newsletter and other publications	
Institutes (includes room, board and travel for students)	16,000.00
1 major regional institute	
4 state conferences	
Seed money for student projects	10,000.00
SRC Administrative Overhead (20%)	17,800.00
Total	$107,100.00


RESEARCH AND INFORMATION
DIRECTOR OF INFORMATION
ADMIN. SECTY.
EDITOR OF PUBLICATIONS
EDITORIAL ASSISTANT
DIRECTOR OF RESEARCH
LIBRARIAN
RESEARCH ASSOC. (2)
RESEARCH ASSTS. (2)
FILE CLERK (part time)
TEMP. RES. WRITER
VOTER EDUCATION PROJECT
DIRECTOR
ADMIN. SECTY.
ADMIN. ASST.
INTERNS (2) (PART TIME)
DIRECTOR OF RESEARCH
RESEARCH ASSOC.
RESEARCH ASST.
SECTY.
FIELD DIRECTOR
SECTY.
SPECIAL ASST. FOR PROGRAM DEVELOPMENT
INTERGROUP AGENCY LIASON


SOUTHERN REGIONAL COUNCIL, INC.
(100 MEMBERS)
EXECUTIVE COMMITTEE
(15 MEMBERS)
EXECUTIVE DIRECTOR
SECTY. - TREAS.
ASSISTANT TO
SECRETARY
EXECUTIVE ASST.
SECRETARY (1/2)
ADMINISTRATIVE SERVICES
RECEPTIONIST
CIRCULATION
MAILROOM SUPERVISOR
MAILROOM STAFF
1 FULL TIME
1 PART TIME
ECONOMIC CENTER PROGRAMS
COMMUNITY ORGANIZATION
DIRECTOR
SECTY. (1/3)
LABOR
DIRECTOR
SECTY. (1/2)
TEMP. ASST. (PART TIME)
URBAN PLANNING AND HOUSING
DIRECTOR (1/2)
ASSISTANT
SECTY. (1/2)
LEADERSHIP
DIRECTOR
ASST. TO
SECTY. (1/3)
OTHER PROGRAMS
WOMEN'S WORK
DIRECTOR
SECTY. (1/3)
CRIME AND CORRECTIONS
CONSULTANT
SECTY. AS NEEDED
SPECIAL RESPONSIBILITIES

T A S K F O R C E

EMERGENCY ROOM

TREATMENT IN 8

SOUTHERN STATES

A PROJECT OF SRC

TABLE OF CONTENTS

	Page
Task Force and Staff	
Questions	
Plan of Action	
Goals	
Cost	
Timetable	
Analysis	
Unresolved	
Pending - Future	
Summary	

TASK FORCE MEMBERS:

_____, Chairman

_____, Vice-Chairman

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

STAFF:

_____

_____

_____

_____

_____

QUESTIONS TO BE ANSWERED

1. What constitutes a medical emergency?
   Legal-medical-lay

2. Are emergency rooms readily accessible to people in all sections?

3. Are there restrictions on who is served?
   Finance, Race, Age, Sex, other

4. What types hospitals offer emergency treat ment?

5. Quality of care given (by category)
   medical - legal - lay

6. Specific difficulties?

7. Changes needed?

8. Who can effect changes?

PLAN OF ACTION

1. Emergency rooms in: Georgia, N.C., S.C., Ala., Miss., La., Tenn., and W. Va. will be studied.

2. In each state:

   (a) public -(VA - State - County - community)
   teaching -
   private -
   Religious/organization (UAW; Shriner; Baptist, Catholic, etc.)

   (b) Rural
   metro
   small city/town

3. Research: locate hospitals

   (a) medical publications,
   Gov't, survey, statistics, profiles, etc.
   press - books

   (b) who else interested -
   work, exposés in past,
   Experts

4. Task Force specialists devise questionnaire
   locate all hospitals
   select representative samples

5. Field Staff:

   (a) test instruments in rapid survey; adjust as necessary

(b) statistical questionnaire mailed to hospital directors
  Employee questionnaire:
    relative questionnaire
  patient questionnaire
  professional questonnaire
Kit to local investigators

(c) Marshall field investigators
SRC members
HRC
Med students
Welfare Rights

(d) Begin field investigation

(e) Retrieve raw data-quick review

6. <u>Conference of Staff Team</u>

(a) field staff gives summary

(b) research gives summary

(c) TV/radio/photo list local contacts for specific concentration , filming

(d) publications begins interviewing - plans series of public releases

(e) what was left out

7. Task Force -

(a) quick brief survey

(b) areas of change
identified (GOALS)

(c) strategy for change
set down

(d) timetable adjusted

1. public arousal
2. high level support
3. pressure: officials, govt., med. assoc., unions, suits
4. media saturation or release schedul

(e) coordination with other agencies
planned

8. Staff

1. set adjusted
timetable in motion

2. agency coordination

9. Task Force

1. sum up analysis

2. end or recommend phase II

GOALS

1. Establish idea of routine transfer, after high quality first aide, of patients with specific injuries from small hospitals to regional medical centers

2. Establish standards of care

3. Traveling professional teams teaching workshops to E.R. personnel in professional new first aide techniques

4. Every hospital publish clear statements of its E.R. policies

5. Rights of patients handbook distributed (thru newspapers via series?)

6. Suit against private hospital with E.R. refusing black and/or pediatric emergency

COST

STAFF

3 Field @ x days	_____
Tr crew	_____
Secretary	_____

TRAVEL

Staff	_____
Investigators	_____
Task Force	_____
Consultant	_____

PRIORTIES	_____
SUPPLIES	_____
TELEPHONE	_____
CONSULTANT	_____
TOTAL	_____

SOURCES

_____	_____
_____	_____
TOTAL	_____

TIMETABLE

JAN 1 -

1. Staff preparation of skeleton and proposed budget

JAN. 7&8

2. Task Force meets-establishes question-devises plan of action, general thesis

JAN. 10-14

3. Task Force specialists and staff devise questionaires and tests thesis

JAN. 17

4. Staff review - refinement, printing initial field contacts - in-house research begins

FEB. 1

5. Questionaires distributed - field research begins

FEB. 16

6. Staff Team conference and review

FEB. 20-28

7. TV - radio teams - writers - photographers interviews

MARCH 15

8. Task Force meets, reviews work, refines strategy, goals ennunciated, timetable adjusted, etc . (see p. 8)

APRIL 1 - MAY 15

9. SRC special report; Inter-agency conference; ten doctors hold press conference releasing scientific E.R. surveys; local tv's have 2 min film clips on area facilities; ime c e story; Pat Watters book published - he is on Today Show, etc.

MAY 17

Bayh introduces Bill

MAY 18

Congress adjourns

MAY 20

Task Force; Analysis - sum up

RECOMMENDS THAT FOLLOW-UP TEAM-

spot resurvey Sept. 15; keep in touch with Bayh; keep interagency contacts pushing; authorize final report to entire SRC with recommend. actions.

OCT. 20

SRC meets accepts report - excuses Task Force

or

establishes Phase II Task Force

or

ANALYSIS:

1. 14 local groups (name three)
   participated as interviewers
   2 Human Relations Council directors did

   16 SRC members

2. 1 SRC special report
   2 New South related Articles
   1 South Today reprint
   1 South Today original
   23 news stories
   Time Cover Story
   1 hr. 32 min. net time
   4 hrs. 8 min. local radio and TV
   Pat's book

3. 6 state's changed laws
   3 suits instituted
   1 U.S. cong. bill introduced
   4 substandard ER shut down

   Film produced and distributed

   tapes for radio and classroom use

   prof. courses given

UNRESOLVED

1. problem of rural areas without adequate medical coverage

2. Transportation by untrained of seriously injured

PENDING

1. S.B. 432

2. In 4 states standardization of ambulance attendant requirements

etc

FUTURE PROJECTION

10 years

new problems/needs anticipated

SUMMARY

1. E.R. overused

2. _____ dangerous ER's shut down

3. new public awarness

WHO WILL COMPOSE TASK FORCES

SRC Board members
Generalists
Specialists
Connectors

Assigned
Recruited
Volunteered

STAFF

Assigned concentrate solely on problem - put a
resources on it

or

Small teams shifting - i.e. - perform
special duty and rotate off

Team coordinator

same throughout

SAMPLE:

Emergency room audio/visual casette for citizen Action instruction - mail out to locals all over (like library)

Build Library of tapes (audio/visual) people feed into for programmed instruction in specific areas - short time/high intensity - decrease human talking time ___

Audio-visual library for poor- sound slide projector

1. A new federal program (like ESAP)

Step by step how to put in layman's language and illustrate mail to 50 organizations

---

2. Dealing with your local TV station so that it will meet your needs

---

3. Citizens groups work for equal employment in county and city jobs -

E - Structure of Job
Probationary Periods -

EV - Do Travelling Staff section
1) Report annual leave days
2) Not not called to guide
3) Work away from office (e.g. writing)

Distribution of manual to new staff
(EV - and how manual was produced)

EV - Revised Expense Sheet

SRC STAFF MANUAL
1962

HOURS OF WORK

o.k.

The Council office is regularly open from 9:00 a. m. to 5:00 p. m. Monday through Friday.

SALARY PAYMENTS

o.k.

The staff is paid by check on the fifteenth and the last day of the month. Whenever the fifteenth or the last day of the month falls on a Saturday, Sunday, or holiday, pay checks are written on the day preceding.

OVERTIME

Changed

The Council does not pay for overtime for professional personnel.

when turned in? 3 days before pay day -

check with Supervisor - If Pay, goes to R.A. To M. Ibel if Compensatory

For other personnel, additional compensation at the individual's regular rate will be made at the next pay period. If the individual chooses, and if work schedules permit, compensatory time may be taken rather than additional pay. In either instance, a written record of the time worked and the preference of pay or compensatory time should be given to the Secretary-Treasurer immediately following overtime work. For all overtime work, permission must be obtained in advance from the employee's supervisor.

Changed

EXPENSES

See proposal

Travel
Staff will be reimbursed for travel and actual expenses in connection with field work for the Council. Per diem in lieu of hotels, meals, tips, taxicabs, and related costs may be authorized.
Members of the Council will also be reimbursed for travel and actual expenses when attending official meetings or carrying out other duties as requested by the Executive Director of the Executive Committee.
Attached to this Manual is an SRC expense guide.

Incidental
If any member of the staff has to incur other expenses in connection with his or her official duties, the cost will be paid by the Council.

Moving
Where arranged beforehand, the Council may be responsible for moving expenses for furniture and household effects, but not personal transportation costs, for permanent employees one-way from point of origin to Atlanta. No moving expenses are paid by the Council on termination of employment.

Add Moving Procedure

Add ? Severance Pay

Add - Probation & Quit Notice (Separate Professional)

For temporary employees, by prior arrangement, the Council may be responsible for transportation expenses to and from point of origin at the beginning and end of employment, but not moving expenses for furniture and household effects.

Changed HOLIDAYS

The office of the Council is closed on the following holidays:

April 4 (?) or Jan 15th King Day

New Years Day
~~Good Friday~~ Memorial Day (May 30th) (See Lloyd memo 8/30/63 & Memo of June 5, 1963)
Independence Day
Labor Day
Thanksgiving Day and the Friday following
Christmas Day and, whenever practical, Christmas Eve.

Other (?) [Jesse Hilton]

Whenever a holiday falls on Sunday, the following Monday may be taken. Holidays falling on Saturday may be observed upon the Friday before the holiday. Other special religious holidays may be observed by persons upon authorization.

limits? take leave? ?

by director & immediate supervisor (?)

Changed VACATION AND SICK LEAVE

General: Each employee of the Council who is serving in a permanent status earns both vacation and sick leave at the rate of one and one-half work days for each full month of service. Vacation and sick leaves are not granted to temporary employees. A temporary employee who subsequently is employed on a permanent basis will be credited with any accumulated vacation or sick leave he may have accrued from the date of first employment.

Records are kept by the Secretary-Treasurer of all absences from the office on work days. A specific form is provided for this purpose. The individual employee, not the Secretary-Treasurer, is responsible for presenting written records of all absences on the first day of work following any absence. No charge will be made against vacation for absences on holidays, Saturdays, Sundays, or other non-work days.

An employee who is absent from the office on official business, or who is taking prearranged compensatory time, is not considered on leave.

Vacation: Employees of the Southern Regional Council may take vacation at any time that will least interfere with the efficient operation of the office. Requests for leave of any duration should be made in writing in advance to the employee's immediate supervisor and if approved, should be forwarded to the Secretary-Treasurer. Requests for leave of more than two days should, if at all possible, be made in writing at least 10 days ahead. This will allow time for securing approval.

Revised, August 1965

If not taken, vacation may accumulate up to 24 work days, and if an employee resigns or is asked to resign, he or she will be paid for his accrued leave up to the maximum of 24 days, at his or her current rate of pay.

An employee who has accrued 24 days leave may take vacation during any year for a number of days which does not exceed the days earned during his or her current year of employment, or the days over 24 he or she has accrued, whichever is lesser, without having these days deducted from his or her 24 day accrual.

No vacation time or salary to be earned following vacation is advanced under any circumstances.

When employment is terminated, if accurate and full records are not on file, no accrued leave will be paid.

Changed

SICK LEAVE with pay is allowed whenever an employee is incapacitated due to sickness, injury, or when some member of his immediate family has a contagious disease, is seriously ill, or dies.

Notification of absence on account of sickness shall be given as soon as possible on the "Record of Leave" form provided.

Sick leave may accumulate up to a total of ~~40~~ 66 work days. Untaken sick leave beyond this total is forfeited.

Summer?

If an employee has a serious illness which keeps him away from the office for a period of time beyond the sick leave accrued to his credit, the Executive Director may approve either of the following plans:

(1) Leave without pay, after all accumulated sick leave and vacation are exhausted.

(2) Sick leave advanced, up to 20 work days, with the nnderstanding that the employee will remain with the Council until sick leave has been earned, or that adjustment will be made in final salary.

When sickness occurs within a vacation period, the period of illness may, upon written authorization, be charged to sick leave, and the charge against the vacation reduced accordingly. Applications for substitution of sick leave for vacation shall be made immediately after the expiration of the vacation period.

When an employee resigns, all accrued sick leave is forfeited at the time of resignation.

clarify w/ pay

Maternity Leave: In cases of maternity leave, the Executive Director may grant leave of absence without pay for a period not to exceed eight months after all accrued sick leave and vacation have been taken.

Leave Without Pay: Leave without pay, for reasons other than sick leave, may be granted with approval of the Executive Director.

An employee returning from leave of absence without pay will be credited with any accumulated sick leave he had accrued when granted leave of absence.

Termination of Employment: If an employee resigns his position with the Southern Regional Council, a minimum notice of two weeks will be expected; if it is necessary to reduce staff, the employee laid off will be given at least two weeks notice. In instances of dismissal, where it seems advisable for the employee to leave immediately, he will be paid for the notification period.

As stated above, an employee whose services are terminated voluntarily or involuntarily will be paid for all of his accrued vacation at the time of his leaving. Any accrued sick leave is forfeited.

OTHER MATTERS

Where questions arise on any items not covered in this manual, the employee is invited to discuss them with the Executive Director. No information pertaining to official policy should be accepted from persons other than the Executive Director or his authorized representative.

EV - Revised

SOUTHERN REGIONAL COUNCIL EXPENSE GUIDE

The following requirements and suggestions are given as a guide for SRC staff and others who incur expenses to be paid by the Council. The guide is not established to create severe restrictions or to curtail efficiency. Rather it is a reminder of our responsibility to use the funds available as effectively as possible.

TRAVEL:

Automobile: Reimbursed at the rate of .08 per mile. This amount includes all travel costs related to the use of the automobile except items as parking and tolls. Private automobiles should not be used unless common carriers would be more costly or not available or would not permit fulfillment of duties.

Air: Tourist accommodations whenever possible. Except in unavoidable circumstances, first class fares will not be paid between points where frequent tourist service is available.

Train: Coach accommodations on short and day trips. Minimum adequate Pullman accommodations for overnight travel.

Bus: For short trips, bus schedules should be checked. Frequently these schedules are as convenient, and no more time consuming, than available air schedules.

Airport Limousine: Should be used at all times rather than taxicabs, except in unavoidable circumstances.

Auto Rentals: Should be used as little as possible. Except for those persons with SRC auto rental credit cards, this service should never be used without prior permission.

Hotels: Reservation requests should always stipulate, "minimum available rate." Generally, room service charges, laundry, and like expenses will not be honored.

Taxicabs: Please use this service as sparingly as possible. However, note that heavy use of taxicabs where necessary is often cheaper than car rental.

Meals: No set formula. Generally, $1.50 for breakfast, $2.00 for lunch, and $3.50 for dinner are considered maximum-adequate amounts. It is recognized that costs in, e.g., New York may be somewhat higher and those in a small southern town or city may be somewhat lower.

OTHER:

Travel costs or any portion thereof for spouses are not honored.

Hotel bills, tickets, and other available supporting data should always be submitted with expense accounts.

Entertainment of others is not encouraged.

Requests for reimbursement of expenses should be made on the regular SRC expense form. If this is not convenient, the request should indicate the purpose, destination, and date(s) expenses were incurred and similar information.

Travel advances are available on request to the Secretary-Treasurer.

Probationary period and evaluation

PROPOSED AGENDA
Executive Committee Meeting

March 7-8, 1969

(NOTE: The Committee will meet, beginning with dinner, at 7:00 p.m. on Friday, March 7 and continue through Saturday, March 8. The following items are suggested for the agenda):

(1) 1. Resolution on SRC's Tax Exemption

2. Approval of minutes of last meeting

3. Report on administrative matters

(3) 4. Staff suggestions for the George S. Mitchell Award

5. Discussion of Committee's communication to the members of the Council

6. Report on the meeting of new members

(4) 7. Staff recommendations for changes in By-Laws

~~(2)~~ 8. Consideration of staff recommendations on the creation of an Economic Development Center

9. Other business

Hunger In America

ADJOURNMENT

1) To a state Council, but not membership but quality State Council decide

2) — SRC rec. to any local or State groups —

3) SRC give to an Individual

Lunch on Saturday will be served at 12:30 p.m., or thereabouts, at the convenience of the Committee.

Admister funds if get response —

Special Plate Exhibit Jewish Museum in NYC

$6.50 $2.25

24 Hand
16 Hand

Literary Guild
Book of Month

Still Hunger in America

Today Show 3/25/69
Kennedy

E. Via

SOUTHERN REGIONAL COUNCIL, INC.
5 FORSYTH STREET, N.W., ATLANTA 3, GEORGIA

MEMORANDUM

June 18, 1969

To: Members of the Administrative Committee:
Ruth Howard
Ruth Vick
Doris Reed
Thad Olive
Jesse Hinton
Emory Via

From: Paul Anthony
Executive Director

It is urgent that the two staff committees (Administrative and Program) continue to function over a wide range of subjects. This is to urge you to continue meeting frequently.

I should also like to ask that each committee have on my desk, at least a first draft, your recommendations by June 30th.

I trust you understand that, at least for the time being, these are on-going committees and your reports should not be considered as final or exhaustive. But, we must get moving on some of these important items.

Shortly, a sub-committee will be appointed from within the Executive Committee to work with the staff on the committees' recommendations. We will determine that relationship after I have reviewed the contents of your reports.

MEMORANDUM

July 9, 1969

To: Thad Olive, Chairman
Administrative Committee

From: Paul Anthony
Executive Director

I have reviewed the first report from the Administrative Committee and am very happy with the work you have done. At your next meeting I would like to meet with you and review the recommendations you have made for the new staff manual and to go over recommendations on the structure of the suggested grievance procedure.

There are also a number of other important matters; some referred to in your first report, which I feel we should move on as rapidly as possible. This should be done particularly since there will have to be a new chairman and a new member appointed to this committee.

It remaind imperative that we share your first report with the entire staff, and that we arrange a time when the staff committees can meet with the special sub-committee of the Executive Committee.

-o-

cc: Jesse Hinton
Ruth Howard
Doris Reed
Ruth Vick
Emery Vis

RV
DE
JH
RH
L.R
ED

~~Hrahy~~ J. L.
R.V.
M.V.
M.M.
M.S.
R.C.
K
J.M
Mag. Chair.

September 22, 1969

M E M O R A N D U M

TO: All Members of SRC Staff

FROM: Paul Anthony, Executive Director

RE: Staff meeting Tuesday, September 23, 1969

- o -

I have been asked by the staff Administrative Committee to call a meeting of the staff for Tuesday, September 23 at 10:00 a.m.

The purpose of the meeting is to discuss the Committee's proposal for a grievance procedure for our staff. The meeting will be chaired by Emory Via as Chairman of the Administrative Committee.

A copy of the proposed procedure is attached.

PA/km

Attachment

Rules of Game
Consider Procedure
Consider method of election

Election – guidelines
in ajoing vote determination
(Send back to Admin Comm)

Purpose of a procedure
Unusual features – step 3

full time, permanent
employees?

Committee is a serious matter

Proposal from the SRC Staff Administrative Committee for a Grievance Procedure for the Employees of SRC

written request for settlement

Supervisor - employee (?)

STEP ONE

When a dispute involving working relations arises, the complaining employee may take his grievance to his immediate supervisor within three days of the employee's knowledge of the grievance. The grievance may be presented orally or in writing. An answer shall be given the employee within three working days. The time limits may be extended where the press of travel or business may require. Such extension should not exceed 10 working days.

STEP TWO

If the reply at Step One is unsatisfactory, the complaining employee may submit a written statement of the grievance to the Executive Director [or his assistant] within five working days of receiving the Step One answer. The Director shall get from the complaining employee's supervisor a written response to the grievance. An answer to the grievance shall be given in writing within five working days of its receipt unless travel schedules or the press of business requires a reasonable extension.

STEP THREE

If the grievance is not resolved, employee will submit the grievance in writing to the Staff Grievance Committee within five working days. The Grievance Committee will be composed of three members of the staff elected by the staff by secret ballot.* This Committee will have advisory powers only. The Committee will advise the Executive Director who then will make a further determination in the case. A copy of the Committee's recommendation will be given to the complaining employee. The Committee's response to the Director shall be within five working days. The time limits in this step may be extended for a reasonable time by mutual agreement or if the press of travel

only and director

alternate

5 days for Director's

or business may require it.

STEP FOUR

If the grievance is not resolved after Step Three it shall be forwarded to the Personnel Committee of the Executive Committee for action at their next scheduled meeting. The employee's statement of the case, the Grievance Committee's response, and the final determination made by the Director shall be sent to the Personnel Committee. A written answer from the Personnel Committee shall be forwarded to the Director, the complaining employee, and the Grievance Committee within a reasonable time after their meeting. The decision of the Personnel Committee shall be final and binding.

Records

The complete written record of all grievances shall be maintained in the office of the Executive Director.

---

*The initial Grievance Committee will serve for six months at which time its work and this procedure will be subject to review and a new committee elected for such period of time as the staff may designate. Although a meeting on the grievance and a proposed settlement may be made by any two members when it is impossible for all three members to meet, the proposal shall become final only after the third member has considered it.

Procedures FOR ELECTION OF MEMBERS OF THE GRIEVANCE COMMITTEE

1. On Tuesday, September 30th, between the hours of 10:00-11:00 a.m., each employee may cast a ballot on which he has written the names of three eligible employees. Part-time and temporary employees and the Executive Director are not eligible for election to the Committee, but they may vote. Ballots containing less than or more than three names will be disqualified.

Employees who cannot be present at the time stated above may give their ballot to Doris Reed or Charles Rooks prior to the close of the balloting. Such absentee ballots must be placed within an unmarked envelope which in turn must be placed in an envelope bearing the name of the absentee voter. On election day the outer envelope will be discarded after the voter's name has been checked off the voting list, and the ballot will be placed among the other ballots.

2. The Administrative Committee will tally the votes. If the number of votes received by any person amounts to more than one-half of the number of persons voting (i.e., a majority of the ballots), such person is elected. If all positions are not filled by majority vote on the first ballot, there will be a run-off election on Friday, October 3rd, between 10-11 a.m.

For each position to be filled, there will be two candidates in the run-off. Candidates in the run-off will be those who received the highest number of votes on the first ballot. For example, if one person receives a majority on the first ballot, there will be a run-off for the remaining two positions between the candidates who ranked 2nd, 3rd, 4th and 5th in the number of votes previously received. In the event there is a tie for the last place on the run-off ballot, the list will be expanded to include all those tied for this place.

3. In the run-off election, each employee may cast a ballot which must contain one name for each committee position remaining to be filled. Ballots containing more or less than this number of names will be disqualified. Votes will be cast and tallied in run-offs in the same manner as in the initial election.

4. The candidate or candidates receiving a majority of the ballots cast in the run-off will be elected to the committee. If a sufficient number of candidates is not thus elected, there will be further run-offs between the highest ranking candidates, with the number of candidates being double the number of positions remaining to be filled. This procedure will continue until all positions are filled by a majority vote.

Special Contingencies

Since not more than one person of Director's rank may serve on the committee, it may be necessary to alter the above

procedures in one or more of the following ways:

a. Once a single person of "Director's" rank is elected to the committee by majority vote, all other candidates of this rank are automatically eliminated from all further proceedings. If more than one person of this rank receives a majority on the same ballot, the one with the larger vote will be selected. In no event shall the elimination of a candidate of "Director's" rank result in the election of the next ranking candidate, if the latter candidate has not received a majority vote. Run-offs will be held until all elections have been on a majority basis.

b. In a run-off, the number of candidates of "Director's" rank may never amount to more than one-half of the candidates in the run-off. If, because of their previous vote totals, the rank ordered list of candidates contains too many persons of Director's rank (i.e., more than the number of positions to be billed), a sufficient number of candidates of this rank will be eliminated, working from the lower ranking upward until the maximum proportion of Directors is no longer exceeded. If such an elimination is not possible because of tied voting totals among Directors, the number of other candidates will be expanded until it amounts to one-half of the ballot.

Election of Alternate

An alternate member of the Grievance Committee to serve when a member of the regular Committee is a party to a grievance will be elected in a separate election after the regular Committee has been elected.

Run 50

BALLOT: SRC GRIEVANCE COMMITTEE
9/30/69

1.

2.

3.

SRC EMPLOYEE LIST FOR PURPOSES OF ELECTION
OF GRIEVANCE COMMITTEE, Tuesday,
September 30, 1969

All employees on the payroll on the day of election are eligible to vote. The same rule will apply to run-off elections.

Employees with "PT" appearing before their names are either part time or temporary. They may vote but are <u>not</u> eligible to be on the Grievance Committee. The Executive Director may vote, but is not eligible to be on the Grievance Committee.

Employees with "D" appearing before their names have been designated "Directors" by the Committee for the purposes of this election either because of their actual (and acting) positions or their close relation to the central administration of the Council. No more than one "Director" shall serve on the Grievance Committee.

SRC EMPLOYEES

	ADAMSON, MARILYN
PT	ALEXANDER, STANLEY
D	ANDERSON, R. E.
	/ANTHONY, PAUL/
PT	BARKER, HORACE
	BROTHERS, JERUSHA D.
PT	BROWN, CLAIRE
	CAMPBELL, ART
	*CHANIN, MARGARET
D	CLEGHORN, REESE
	COOK, BERNICE
	EDDY, PRISCILLA
	GRIFFITH, KITTY
	HINTON, JESSE
	HOWARD, RUTH
	JACKSON, BARNETTA
	JOHNSON, MILDRED
D	JORDAN, VERNON
PT	KEMP, EUGENIA
	KNOX, LUESTA
D	LEWIS, JOHN
	MANDERSON, MARGE
	MEEKINS, JOYCE
	MARTIN, KATHY
	MORRISON, BERNICE
	MORGAN, NOBBIE
	MORRIS, JOHN
	PRITCHARD, WARREN
	REED, DORIS
	ROOKS, CHARLES
	SHORTT, JANET
	SMITH, JANET
PT	SMITH, MORELAND
	STEVENSON, FAUSTINA
	VARNER, MOZELLE
D	VICK, RUTH HOUSE
D	VIA, EMORY F.
	WALL, MARVIN
D	WATTERS, PAT {on leave until Jan 1, 1970
D	WOOD, JAMES N., JR.

*Will not be at SRC after September 30th and therefore not eligible to serve on the Committee. She may vote.

BALLOT: SRC GRIEVANCE COMMITTEE

September 30, 1969

1. _____

2. _____

3. _____

E.T.V.
C.J.R.
DKR
R.H.
J.H.

Official Tally
SRC election
9/30/69

SRC EMPLOYEES

ADAMSON, MARILYN
PT ALEXANDER, STANLEY
D ANDERSON, R. E. 1
[ANTHONY, PAUL]
PT BARKER, HORACE
BROTHERS, JERUSHA D. 1
PT BROWN, CLAIRE
CAMPBELL, ART ~~IIII~~ - 5
*CHANIN, MARGARET
D CLEGHORN, REESE
COOK, BERNICE II - 2
EDDY, PRISCILLA
GRIFFITH, KITTY 1
HINTON, JESSE 1
HOWARD, RUTH III - 3
JACKSON, BARNETTA ~~IIII~~ - 5
*JOHNSON, MILDRED ~~IIII~~ ~~IIII~~ ~~IIII~~ I - 16
D JORDAN, VERNON
PT KEMP, EUGENIA
KNOX, LUESTA
D *LEWIS, JOHN ~~IIII~~ ~~IIII~~ ~~IIII~~ II - 17
MANDERSON, MARGE 1
MEEKINS, JOYCE
MARTIN, KATHY II - 2
MORRISON, BERNICE 1
MORGAN, NOBBIE ~~IIII~~ ~~IIII~~ ~~IIII~~ ~~IIII~~ ~~IIII~~ II - 27
*MORRIS, JOHN ~~IIII~~ II - 7
PRITCHARD, WARREN 1
REED, DORIS
ROOKS, CHARLES III - 3
SHORTT, JANET 1
SMITH, JANET 1
PT SMITH, MORELAND
STEVENSON, FAUSTINA
VARNER, MOZELLE 1
D VICK, RUTH HOUSE III - 3
D *VIA, EMORY F. ~~IIII~~ III - 8
WALL, MARVIN III - 3
D WATTERS, PAT {On leave until Jan 1, 1970
D WOOD, JAMES N., JR.

N. Morgan - 27 elected

J. Lewis - 17
M. Johnson - 16
E. Via - 8
J. Morris - 7
} Run-off

B. Jackson - 5
A. Campbell - 5
M. Wall - 3 C. Rooks - 3
R. Vick - 3 R. Howard - 3
B. Cook - 2
K. Martin - 2

*Will not be at SRC after September 30th and therefore not eligible to serve on the Committee. She may vote.

Anderson - 1, Brothers - 1, Griffith - 1
Short - 1, J. Smith - 1, Varner, Hinton - 1, Manderson - 1, Morrison - 1, Pritchard - 1,

SRC Election Results and Run-off Announcement

One member of the Grievance Committee, Nobbie Morgan, has been elected by a majority vote.

There will be a run-off election on Friday, October 3, 1969, 10-11 a.m. by the rules announced earlier.

Two persons will be elected from the four persons who received the highest number of votes in the first election but who did not receive a majority of the votes cast.

Only one person designated as "director" (indicated by "D" in front of name) will be eligible to serve on the Committee. The announced rules will apply in case more than one "director" receives a majority of the votes.

The results of the first election follows:

N. Morgan - 27, elected

D - J. Lewis	- 17	Only these four are in run-off
M. Johnson	- 16	
D - E. Via	- 8	
J. Morris	- 7	
A. Campbell	- 5	
B. Jackson	- 5	
R. Howard	- 3	
C. Rooks	- 3	
R. Vick	- 3	
M. Wall	- 3	
B. Cook	- 2	
K. Martin	- 2	
B. Anderson	- 1	
J. Brothers	- 1	
K. Griffith	- 1	
J. Hinton	- 1	
M. Manderson	- 1	
B. Morrison	- 1	
W. Pritchard	- 1	
J. Shortt	- 1	
J. Smith	- 1	
M. Varner	- 1	

October 2, 1969

M E M O R A N D U M

TO: Members of the Administrative Committee

FROM: Emory F. Via, Chairman E.F.V.

Re: Run-Off Election for Grievance Committee
October 3, 1969

- o -

Since it looks as if we will be unable to get even four of us together for a meeting today and since Ruth Vick, Ruth Howard and Emory Via will be out of the office on Friday, I am making the following suggestions for conducting the election:

That Jesse prepare a new ballot box but that no ballots should be put into it until the two poll watchers are ready to check their voting lists.

That Doris and Charles conduct the polling from 10:00 a.m. to 11:00 a.m.

That Doris supervise the count much along the same lines as before.

No ballots should be counted which have only one name or more than two names.

Proposed procedure for vote count:

(a) Count the number of ballots and make sure they agree with the number of persons voting as shown on the polling sheets.

(b) Read off the ballots and keep a tally sheet of the vote.

(c) Determine that total votes counted equals total votes cast.

(d) "Certify" the results by signing your initials to the tally sheet.

(e) Give a copy of the certified sheet to each member of the Committee.

(f) Save the ballots as before.

(g) Announce the results and any need for a run-off to the staff.

EV/km

Ballot for SRC Run-Off Election

October 3, 1969

Vote for two and only two.

_____ Mildred Johnson

_____ John Lewis

_____ John Morris

_____ Emory Via

SRC EMPLOYEES

	ADAMSON, MARILYN
PT	ALEXANDER, STANLEY
D	ANDERSON, R. E.
	[ANTHONY, PAUL]
PT	BARKER, HORACE
	BROTHERS, JERUSHA D.
PT	BROWN, CLAIRE
	CAMPBELL, ART
	[*CHANIN, MARGARET] - not eligible
D	CLEGHORN, REESE
	COOK, BERNICE
	EDDY, PRISCILLA
	GRIFFITH, KITTY
	HINTON, JESSE
	HOWARD, RUTH
	JACKSON, BARNETTA
	JOHNSON, MILDRED
D	JORDAN, VERNON
PT	KEMP, EUGENIA
	KNOX, LUESTA
D	LEWIS, JOHN
	MANDERSON, MARGE
	MEEKINS, JOYCE
	MARTIN, KATHY
	MORRISON, BERNICE
	MORGAN, NOBBIE
	MORRIS, JOHN
	PRITCHARD, WARREN
	REED, DORIS
	ROOKS, CHARLES
	SHORTT, JANET
	SMITH, JANET
PT	SMITH, MORELAND
	STEVENSON, FAUSTINA
	VARNER, MOZELLE
D	VICK, RUTH HOUSE
D	VIA, EMORY F.
	WALL, MARVIN
D	WATTERS, PAT {on leave until Jan. 1st. 1970}
D	WOOD, JAMES N., JR.

SRC ELECTION RESULTS OF THE RUN-OFF ELECTION

October 3, 1969

Nobbie Morgan was elected by a majority vote in our September 30, 1969, election.

The run-off election, which was held today, is as follows:

John Lewis - 23

Mildred Johnson - 20

Emory Via - 16

John Morris - 15

SRC Grievance Committee members are:

1. Nobbie Morgan
2. John Lewis
3. Mildred Johnson

October 10, 1969

M E M O R A N D U M

FROM: The Administrative Committee

TO: SRC Staff

RE: Results of Election for Alternate and announcement of run-off

- o -

No one received a majority of the votes in the election for alternate. There will be a run-off on Monday, October 13, 1969, 10:00 - 11:00 a.m. Those in the run-off are:

Art Campbell
John Morris
Ruth Howard
Marge Manderson
Charles Rooks

The vote in the first election for an alternate to the Grievance Committee was as follows:

Art Campbell	5
John Morris	5
Ruth Howard	4
Marge Manderson	4
Charles Rooks	4
Bernice Cook	1
Kathy Martin	1
Bernice Morrison	1
Warren Pritchard	1
Marvin Wall	1

Ineligible to serve but receiving votes:

Willie B.	1
Emory Via	2

Ballot for Run-off Election for
Alternate to Grievance Committee
Monday, October 13, 1969

Vote (check your choice) for one and <u>only</u> one.

____ Art Campbell

____ Ruth Howard

____ Marge Manderson

____ John Morris

____ Charles Rooks

J. Hinton
R. Howard
R Vick

10/14/69

Ballot for second run-off to elect alternate to SRC staff Grievance Committee.

Vote (check your choice) for one and only one.

/////////////// Art Campbell 13

/////////// Ruth Howard 10

///// John Morris 5

SRC EMPLOYEES

	✓	ADAMSON, MARILYN
PT	✓	ALEXANDER, STANLEY
D	✓	ANDERSON, R. E.
	✓	[ANTHONY, PAUL]
PT	✓	BARKER, HORACE
	✓	BROTHERS, JERUSHA D.
PT		BROWN, CLAIRE
		CAMPBELL, ART
		[*CHANIN, MARGARET] - ineligible
D		CLEGHORN, REESE
		COOK, BERNICE
	✓	EDDY, PRISCILLA
		GRIFFITH, KITTY
	✓	HINTON, JESSE
	✓	HOWARD, RUTH
	✓	JACKSON, BARNETTA
	✓	JOHNSON, MILDRED
D		JORDAN, VERNON
PT		KEMP, EUGENIA
	✓	KNOX, LUESTA
D	✓	LEWIS, JOHN
	✓	MANDERSON, MARGE
	✓	MEEKINS, JOYCE
		MARTIN, KATHY
	✓	MORRISON, BERNICE
	✓	Madsen, Pat
		cast.

	✓	MORGAN, NOBBIE
		MORRIS, JOHN
	✓	PRITCHARD, WARREN
		REED, DORIS
	✓	ROOKS, CHARLES
	✓	SHORTT, JANET
	✓	SMITH, JANET
PT	✓	SMITH, MORELAND
	✓	STEVENSON, FAUSTINA
	✓	VARNER, MOZELLE
D	✓	VICK, RUTH HOUSE
D	✓	VIA, EMORY F.
		WALL, MARVIN
D		WATTERS, PAT — Sick leave ended Jan. 1st. 1970
D	✓	WOOD, JAMES N., JR.

28

ALL PERSONS ON THIS LIST ARE ELIGIBLE TO VOTE IN THE ELECTION FOR AN ALTERNATE TO THE STAFF GRIEVANCE COMMITTEE. THOSE NAMES IN BRACKETS [ ] ARE NOT ELIGIBLE TO BE ELECTED AS THE ALTERNATE.

	ADAMSON, MARILYN
PT	[ALEXANDER, STANLEY]
D	[ANDERSON, R. E.]
	[ANTHONY, PAUL]
PT	[BARKER, HORACE]
	BROTHERS, JERUSHA D.
PT	[BROWN, CLAIRE]
	CAMPBELL, ART ~~IIII~~
D	[CLEGHORN, REESE]
	COOK, BERNICE I
	EDDY, PRISCILLA
	GRIFFITH, KITTY
	HINTON, JESSE
	HOWARD, RUTH IIII
	JACKSON, BARNETTA
	[JOHNSON, MILDRED]
D	[JORDAN, VERNON]
PT	[KEMP, EUGENIA]
	KNOX, LUESTA
D	[LEWIS, JOHN]
	MANDERSON, MARGE IIII
	MEEKINS, JOYCE
	MADSEN, PAT
	MARTIN, KATHY I
	MORRISON, BERNICE I
	[MORGAN, NOBBIE]
	MORRIS, JOHN ~~IIII~~
	PRITCHARD, WARREN I
	REED, DORIS
	ROOKS, CHARLES IIII
	SHORTT, JANET
	SMITH, JANET
PT D	[SMITH, MORELAND]
	STEVENSON, FAUSTINA
	VARNER, MOZELLE
D	[VICK, RUTH HOUSE]
D	[VIA, EMORY F.] II
	WALL, MARVIN I
D	[WATTERS, PAT] On leave until Jan. 1, 1970
D	[WOOD, JAMES N. JR.]

Tabulation of election for alternate - 10/10/69.
G.T.
RHV.
C.S.R.
D Reed
J. Hinton
R. Howard

Emory F. Via - 2
Willie B. - 1

John Morris - 5
Art Campbell - 5
Marge Manderson - 4
Ruth Howard - 4
Charles Rooks - 4
(A) Bernice Cook - 1

B Kathy Martin - 1
E Marvin Wall - 1
C Bernice Morrison - 1
D Warren Pritchard - 1

Admin. Com.

10/20/69

BALLOT for Third Run-Off to Elect Alternate to SRC Staff Grievance Committee

Check your choice for one and only one:

Art Campbell ~~IIII~~ ~~IIII~~ ~~IIII~~ III - 18

Ruth Howard ~~IIII~~ III - 8

Tally for elect on E.T.V.

26

ALL PERSONS ON THIS LIST ARE ELIGIBLE TO VOTE IN THE ELECTION FOR AN ALTERNATE TO THE STAFF GRIEVANCE COMMITTEE. THOSE NAMES IN BRACKETS [ ] ARE NOT ELIGIBLE TO BE ELECTED AS THE ALTERNATE.

✓ ADAMSON, MARILYN
PT [ALEXANDER, STANLEY]
D [ANDERSON, R. E.] - out
✓ [ANTHONY, PAUL]
PT [BARKER, HORACE]
✓ BROTHERS, JERUSHA D.
PT [BROWN, CLAIRE]
CAMPBELL, ART - out
D ✓ [CLEGHORN, REESE]
COOK, BERNICE - out
EDDY, PRISCILLA
GRIFFITH, KITTY - out
✓ HINTON, JESSE
✓ HOWARD, RUTH ~~IIII~~ III - 8
✓ JACKSON, BARNETTA
✓ [JOHNSON, MILDRED]
D [JORDAN, VERNON]
PT [KEMP, EUGENIA]
✓ KNOX, LUESTA
D ✓ [LEWIS, JOHN]
MANDERSON, MARGE - out
✓ MEEKINS, JOYCE
✓ MADSEN, PAT
✓ MARTIN, KATHY

✓ MORRISON, BERNICE
✓ [MORGAN, NOBBIE]
MORRIS, JOHN - out
PRITCHARD, WARREN - out
✓ REED, DORIS
✓ ROOKS, CHARLES
✓ SHORTT, JANET
18 ✓ SMITH, JANET
PT D ✓ [SMITH, MORELAND]
✓ STEVENSON, FAUSTINA
✓ VARNER, MOZELLE
D ✓ [VICK, RUTH HOUSE]
D ✓ [VIA, EMORY F.]
✓ WALL, MARVIN
D [WATTERS, PAT] On leave until Jan. 1, 1970
D ✓ [WOOD, JAMES N. JR.]

Art Campbell 18
R. Howard 8
26

October 20, 1969

M E M O R A N D U M

TO: SRC Staff

FROM: Administrative Committee

RE: Results of Final Run-Off (at last) for Alternate to Grievance Committee

- o -

Art Campbell has been elected as the Alternate to the Grievance Committee.

The results were:

Art Campbell	18
Ruth Howard	8

EV/km

DRAFT Sections for Office Manual - 1969

Professional Staff - Leave

Members of the professional staff shall accumulate annual and sick leave at the rate of one and one-half days per month. All days of leave taken shall be reported in the same manner as required by other members of the staff. The limitation as to the number of annual leave days which can be accumulated (24) shall apply to all staff.

It is recognized that the professional staff frequently is called upon to put in extra hours of work through travel, weekend and evening assignments, writing, and telephoning. Usually, these working hours are not put in at the office. It is not the intention of the Council to provide compensatory time off for professional staff for hours worked beyond those recognized as normal office hours.

However, it is recognized that professional staff will from time to time have need to recover some of these extra hours for personal reasons. This practice is not discouraged within reasonable limits. When professional staff does take such time off it should be so reported and marked as "compensatory time off" for convenience of record keeping despite the above provision that generally "extra" hours are not subject to compensatory time off.

Notice when away from office

It is the responsibility of those who travel or are otherwise away from the office to keep the appropriate secretary informed as to dates, places, and how the individual may be reached while out of the office. It is recognized that on rare occasion such notification will be a practical impossibility.

DRAFT Sections for Office Manual - 1969

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Kathy —

let this go as it is — it does not need to be corrected — however the copies to the Admin Committee should have these changes inked in or Xerox this.

February 24, 1970

MEMORANDUM

TO: Paul Anthony, Executive Director

FROM: Emory F. Via, Chairman of the Administrative Committee

RE: Administrative Committee Business

- o -

You will receive on Friday a draft of the proposed organizational manual for SRC. We would like to have your reactions as soon as possible so that the draft can be circulated to the rest of the staff. We would hope that this can be done early next week. Once the draft has been circulated, it is our recommendation that a general staff meeting be called to discuss the manual. It is our hope that the manual can be fully discussed and finally approved by March 15th.

The manual will not include at this time a structure chart. It is thought desirable to wait until current legal steps have been completed which will lead to the separation of VEP before a structure chart is drawn.

We are also not including a section on job descriptions but we recommend the following: (1) that you designate an appropriate person(s) to draft job descriptions for each job at SRC; (2) that the individual occupying that job and his or her supervisor be consulted regarding the job description; (3) that you consult with the Administrative Committee about the job descriptions either before and/or after the proposed descriptions have been shared with the individual and his supervisor; (4) and that you make such use of the job descriptions originating from individual employees (last summer) as you deem advisable.

It is our recommendation that the process on job descriptions be completed by the end of the first week of April and that a list of the descriptions be made a special appendix of the staff manual. We would also suggest that at some point there be a special staff meeting to discuss what the job descriptions mean and how they have been derived.

EFV/km

Admin Committee

Kitty Terjen won the election to replace Charles Rooks

The votes were as follows:

Kitty Terjen	13
Barnetta Jackson	5
Gwyn Sapp	3
Jesse Hinton	2
Lynn Bowker	2

Members of the grievance committee are;

Ruth Vick
Art Campbell
Kitty Terjen

September 16, 1970, we will elect an alternate member for the grievance committee.

Following is a list of those who may serve
(Vote for only one)

Bowker, Lynn
Childress, Betty
Eddy, Priscilla
Hinton, Jesse
Howard, Ruth
Jackson, Barnetta
Manderson, Marge
Meekins, Joyce
Morrison, Bernice
Reed, Doris
Sapp, Gwyn
Smith, Janet
Varner, Mozelle
Wray, Ronnie

Election from 10:am to 10:30 a.m.

Written grievances should contain brief statements of the facts of the case, how the complaining employee thinks he was affected by those facts, and a statement as to what settlement is sought.

How involved step 3 as atypical & why Time limits (reasonable extension) Definite termination

Points — Procedure is self regulating — can abuse it to cause abuses of it

A SUGGESTED GRIEVANCE PROCEDURE FOR THE EMPLOYEES OF SRC

STEP NUMBER ONE

Employee will take up grievance with his immediate supervisor within three days of the employee's knowledge of that grievance. A reply is to be made within three working days.

STEP NUMBER TWO

Employee will take grievance up with the Executive Director or his assistant within a week if reply is unsatisfactory.

STEP NUMBER THREE

If grievance is not resolved, employee will take grievance up with the Council's Grievance Committee, whose membership will be composed of three members elected by the staff, by secret ballot.* This committee to have advisory powers only. The committee will advise the Executive Director who then will make a further determination in the case.

appeal within 5 working days

Committee meet in 5 days

a decision must be made by the full Committee

STEP NUMBER FOUR

Take grievance to Personnel Committee at next scheduled meeting. Written record will be required and filed with the Executive Director's secretary.

* The initial grievance committee will serve for six months at which time its work and this procedure will be subject to review.

Records in City office

Executive upon there being new staff and the immediate supervisor of that employee to furnish therein employee with a copy of this procedure

The Administrative Committee would appreciate your written recommendations for any changes you wish to be made in the "sick leave" clause of the Manuel. The following is a copy of the wording as it now stands:

Ruth Howard

SICK LEAVE with pay is allowed whenever an employee is incapacitated due to sickness, injury, or when some member of his immediate family has a contagious disease, is seriously ill, or dies.

Notification of absence on account of sickness shall be given as soon as possible on the "Record of Leave" form provided.

Period of Time at which sick leave does it accrue

Sick leave may accumulate up to a total of 40 days. Untaken sick leave beyond this total is forfeited.

If an employee has a serious illness which keeps him away from the office for a period of time beyond the sick leave accrued to his credit, the Executive Director may approve either of the following plans:

(1) Leave without pay, after all accumulated sick leave and vacation are exhausted.

(2) Sick leave advanced, up to 20 work days, with the understanding that the employee will remain with the Council until sick leave has been earned, or that adjustment will be made in final salary.

When sickness occurs within a vacation period, the period of illness may, upon written authorization, be charged to sick leave, and the charge against the vacation reduced accordingly. Applications for substitution of sick leave for vacation shall be made immediately after the expiration of the vacation period.

When an employee resigns, all accrued sick leave is forfeited at the time of resignation.

Maternity Leave: In cases of maternity leave, the Executive Director may grant leave of absence without pay for a period not to exceed eight months after all accrued sick leave and vacation have been taken.

Personnel presents troubles —

BEST COPY AVAILABLE

To: SRC special committee on administration
From: W. Pritchard
Re: Suggestions for remedy of salary inequity at SRC

This proposal has to do with salary inequities at SRC and constitutes something of a challenge to all of the committment to economic equalness at 5 Forsyth Street and in the South. The proposal is a simple one: Take the total of present money salary and re-divide it on the basis of need. Everyone, regardless of position or duty, would get the same base. Bonuses would be added to the base according to such factors of need as could be determined by a representative committee elected by the staff. The factors probably would include number of dependents, how much a spouse contributes to a household involved, and how much other (outside SRC, stock dividends, speech fees, etc.) sources of income provide. Outstanding debts might be considered as need, though a credit co-op (with the Federation, ACLU, AFSC and similar local organizations participating) might also be set up, with interest regualted, again, according to need. (For example, an employee with two children in college should pay less --or no--interest on a loan than an employee borrowing for a vacation.)

Concurrently present medical and pension arrangements could be broadened, aiming at higher benefits and inclusion of dependents/ survivors. Base pay would be reviewed by the committee from time to time, perhaps on the order of a tax return review.

Immediate arguments, pro and con:

Con: SRC couldn't compete with other organizations in staff recruiting.

Pro: Perhaps this aspect of SRC should be straightened out before it is added to, anyway.

Pro: There are people who would be attracted to such an "ideal, in experiment"

Pro: SRC would be unique in such an experiment, serving as an example to all it would advise.

Con: Some couldn't make do with the salary that the formula would demand.

Pro: Maybe that is the test. The administering committee might wish to allow some special case exceptions

Pro: Savings effected in use of materials and equipment would go to salary pool or co-op credit union, etc. thereby encouraging economies.

(over)

&nnk

Con: The proposal doesn't allow for raises. That would have to be worked out by the committee, perhaps with a decision to set the base lower initially than simple division of total dollars by total people would produce (after allowing for bonuses) and with the expectation that SRC's income sources would continue increasingly generous.

Con: If adopted the proposal does not affect positions and titles, and it could be argued that one's position or title (decision-making power and authority) is more important than what he is paid. I don't have an answer to that, yet.

Note: This idea might be too much. It is offered without specific knowledge of the amounts involved, though my guessing odds are that more salaries would increase than decrease. It is interesting and should be seriously examined because (1) it would seem to be the extreme measure of any "more practical" remedy the committee might come up with and (2) ~~xxxhxxhxfx~~ even ~~xxxxxx~~ if only presented as an adademic exercise, each employee of SRC could examine privately the part his own salary plays in the job he holds ~~xxx~~ and (3) it would allow each to view SRC as a microcosm of the society we desire to change and to see, in some degree, just how much what we want is going to cost the society's taxpayers (disregarding radical reform of the nations tax structure and defense spending ~~xxx~~, which we may be permitted to doubt is going to take place soon.)

To: Adminstrative Committee

From: Susan Morgan

1. The Council might watch expense account items more carefully and pay only those expenses incurred on Council business. Some professional staff with expense accounts are moonlighting or taking outside jobs and are collecting expense monies from the Council (for outside work) as well as from their outside employers.

2. Staff should be given some policy regarding the xerox machine. Are we allowed to use the machine for personal items xeroxed in large numbers such as a church bulletins ?

Some policy might be initiated or clarified regarding the staff's doing outside work on SRC time as well as using Council equipment.

If we are turely trying to make an effort to eradicate those situations or greivances that plague the Council, these points should be condidered as well as those listed by black staff members.

4. The "job creation syndrom" might also be examined. The Council has hired people purely because they need a job, not because we can use them or because we have an opening. These people sometimes have no defined duties and do little constructive work.

ADMINISTRATION

a. Re-classification of secretaries is a must on SRC staff--- there is a great difference in being a clerk-typist and a secretary. Many people are being called secretaries and no doubt are being paid accordingly, who in fact cannot take dictation, who cannot proceed with the many duties of a secretary unless such things are given by their boss. There is a distinct difference and in fairness to SRC secretaries, a re-classification is needed for those who are now employed and those who may follow.

b. LEAVE--- If we are going to enforce the requirement for sick leave and vacation leave -- I believe that we need a monitor in every department and maybe an assitant monitor. A monitor who will serve diligently in terms of keeping records. All SRC employees, both professional and non-profes ional should at any absencies from the office whether sick or vacation leave -- give a slip to the monitor and the monitor should never fail to record in a book outlined for that purpose and file slips in the said employees personnel file (rather prepare for slips to be put in personnel file) This record keeping should be done daily. Too many people have used and are still using time other staff members know they could not possibly have in ligh t of the time of employment as in regards to time they have so freely taken --- Yet, there are those who have "old days" accumulated and someone said those days are forfeited. I use myself as an example -- I have and will still do, religiously turn in slips for days out of the office and to date have several old days and I do intend to use them since they are my legitimate days and had been told I could use them as long as I was in the employment of SRC and I was not given any notice to the contrary so that I would have used them before that announcement was made.

Perhaps we should not ever confine ourselves to the time clock system, I feel we need to feel more on our own for a smoother operation, but since it is the habit that most of us have for overdoing our "leave thing", I am not so sure that the h onor system we have now of turning our leave slips to the secretary to the boss, who is probably too busy to bother with even the task of even filing the slips when she happens to get some to really concern herself with them. Again, the monitor system might be worth considering.

Some definite guidelines should be set aside for both the professional and non-professional members of SRC on an equal basis. It is a known fact that professional staff members have enjoyed and still do enjoy more privileges as to leave -- yet we say we do not discriminate. We not only discriminate by race, we in fact discriminate by profession when all are a part of an organization and no one person's business. I am sure that both past and present professional staff members have enjoyed leaves for various reasons while still collecting their "big fat" pay check. If upon their termination of employment from SRC, I feel sure that most have always inspite of this-- collected a "big fat" check for 24 un-used vacation days they really did not have.

Some are given leave of absence to write or study-teach, while at the same time receiving their pay checks and other council benefits Yet when some of the non-professional staff are even out because of illness -- we can't really afford to be sick for fear of our jobs or someone concerning themselves before you are well with "when will you be back to work?" There are some exceptions to this type of privileg e being enjoyed by professionals.

c. EXTRA SPECIAL PRIVILEGES --- It has been stated by one professional staff member that he intends to run for political office. We need badly some directives set forth to the effect of how far our political participation can go as long we remain on SRC staff. Because we say we are non-partisan and we are tax-exempt based on this, we need a clarification. There just may be several on SRC staff who may have political aspirations for one form of participation of the other, therefore it is for the good of the council and all of it's staff that we all be given the same privilege or the choice to resign from our position on a permanent basis. We should not show favoritism to anyone, the same as we might if it was our business operated by us and still say be are non-partisan.

d. SRC Business to Others

There must be a more concerted effort on the part of SRC to show good faith in it's own practices for equal opportunited for all its people. I must take note of the fact that all and I do mean all of our supplies are bought from white firms, all of our printing is done by a white firm, all of our insurance benefits are placed with white insurance companies with no thought or consideration ever being given to any black companies whatsoever. Almost all of our meetings are held in the white owned hotels. whether they are for large or small groups, to name a few. We can't say that we can't find reliable companies for printing because since we have never bothered to use them, we could not say how reliable they would be. We don't even get our name cards, nor a very small item as an annual invitation printed by a black printer. We did not patronize ou r black office supply company when we had one, only a very small item or two. Had we given him one third of the business we give to Ivan Allen & Co. and other white firms, he would no doubt be enjoying a lurricative business today.

We have never approached the Negro insurance companies to see what type benefits they offer for our needs. We perh aps take too much for granted and assume that because they are black, they don't have the "plan for us". If the local companies by chance would not have the plan, there are other out-of town compani es and like other companies doing business with us, they have agents on a local basis.

e. MEETINGS -- Small gatherings and medium sized ones should almost all the time be given to our black owned and operated businesses because white enterprises have always reaped the benefits for too long from us. To meet at Paschal's and even to live at Paschal's when rooms are reserved far in advance as is usually the pattern for the Biltmore & Dinkler or Air Host Inn, let the people get involved with the inner city people and at the same time enable Paschal Brothers to "grow" by giving them some of our business.

f. LUNCHEONS and Small Dinner Meetings --

Why not give some of this business to our V.E.P. director's mother- Mrs. Mary Jordan's Catering Service - who I feel sure could adequately accommodate us with soul food aplenty as well as other delicious menus to our liking --- If she does not desire our business, check on others.

g. TRAVEL - It was mentioned that V.E.P. use the services of Henderson Travel A gency for a large portion of their travel needs. I would suggest that SRC give some of its travel business to Henderson also.

h. FURNISHINGS --- Too much emphasis and money is put on the cost of furniture -- we can operate a much more effective organization if we would put the money we have to program and staff uses. We should dedicate ourselves the task of operating the funds given in a sense, better than we would our own business -- if we were operating our own business I am sure that we would not enjoy many of the luxuries many of us do at SRC. In other words, too much money is spent for things not relevant to SRC program.

i. TALENT we have on our own staff should certainly be used in liue of going outside for drawings, etc that staff members can do so well.

j. NEW JOB POSITIONS - Our director stated that for new positions it is always usually the problem of salary - yet there have been new jobs created and new staff brought in for same. Would it not be more feasible to use the transfer system with the staff, since it would be most probable that a new staff member would perhaps cost more than it would to add say $2000.00 to an old staff members sal ary. Would it not make sense if a staff member qualified to do the job be given an addition to his pay check - if he h appens to make $8,500.00 now, pay him an additional $2,000.00 to start per year and at the same time up-grade another staff person who would be able to move from say $6,800.00 to $8,500.00 -- if this method was used and say three present staff members af fected by only about $5,000.00 for the first year in the process -- you will have an overall saving salary wise of about $3500.00, considering paying the new staff person an $8500.00 beginning salary, and still at the same time making for better staff relations.

k. Sensitivity Sessions -

When new employees are hired, perhaps we should have a period of from three to five days when they begin work to help acquaint them with the other staff members so that it will not take them too long to adjust to their new environment. By so doing, there would be no reason for any excuses to be made regarding staff relationships. Most all persons already know when they apply for work at SRC what we are, therefore I see little need to change after you get here --- you should be changed before you come , this applies to black as well as whites.

l. Staff PARTICIPATION IN REGARDS TO COMMUNITY INVOLVEMENT ---

The type of involvement that relates to the program of SRC should allow for the staff - non-professional, to become a part of that end of SRC participation. For too long, we have been looked upon as nothing but tools to be used in the confines of the walls of our building. Only have many of us been asked to take a few foreign visitors sight-seeing or in the past -- to our house for dinner. This to me is not being involved, it is only showing hospitality. To allow the staff members time away from the regular routine of the day to day rush, so long as those persons are involved (if only two or three times per month) would be good. In other words, I think we not only need a piece of the"action", we <u>want</u> a piece of it.

One last thought, I noticed at the time the director met with COBE, his statement regarding "age limit" participation at SRC was in reference to such people as Dr. Mays being retained to write, etc. In order not to have conflicts with anyone, such persons should be paid an honorarium for whatever services may be rendered.

***

Ernest Chas.

Tempo of Committee
Summer "doldrums" (Vacations)

Groups keeping of
Problems — will refer
to staff

Manual revision

Grievance Procedure
related { Structure that
Job Descrips

Exec. Com. approved
broad outlines & specifically staff
authority Pers. Com. if this is desired

COLLECTIVE BARGAINING GUIDE

and

MODEL AGREEMENT

OFFICE EMPLOYES INTERNATIONAL UNION

affiliated with

AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

707 Continental Building

Washington 5, D.C.

(April, 1959)

17 17
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PREFACE

It is our intention in this manual to provide guide points rather than to establish inflexible rules of procedure.

It must be understood that neither the employers nor their respective attorneys think alike insofar as contract wording is concerned. This is also true of the many arguments, pro and con, in the usual collective bargaining clauses. Employers, may, on one hand, agree to all of the basic provisions of a collective bargaining agreement such as recognition, union shop, check-off of dues, fringe benefits, etc., and on the other hand, insist on strong employer prerogative clauses which, if agreed to, would give them the sole right to layoff, promote, discharge, discipline, etc. We have found that employer thinking with respect to specific clauses is not necessarily consistent.

We wish to make it clear that collective bargaining, insofar as the union is concerned, calls for *salesmanship*. While we may feel that we are entitled to many things we propose because of ethical conduct, the law, or the inherent rights of man, actually, we find that we must sell each clause to the employer. In selling the employer on a particular clause, we must emphasize the advantages he will gain by virtue of the inclusion of that clause rather than those our membership will gain if such a clause is included.

In other words, under no circumstances should we use the following phrases: "we demand", "we are entitled to", "we must have", "we will not sign a contract without this clause", etc.

It is imperative that union negotiators realize a perfect contract has never been negotiated. We cannot stress enough the very important fact that a first contract is the most difficult to negotiate. Thereafter, when a relationship has been established, subsequent improvements can be more readily ne-

gotiated. We have found from experience that employers who in the first contract are most fearful of office worker unions, become more amenable in subsequent negotiations after a stable, responsible relationship has been established.

We should not be discouraged if it is impossible to achieve all of the things deemed vital in the first negotiation. It is important, too, that we emphasize to the membership that collective bargaining is a continuing relationship. In other words, we are effectuating a permanent relationship—one that we intend to improve in all subsequent negotiations so that we can eventually achieve a contract as nearly perfect as is possible. It is necessary to stress this point because too often an inexperienced membership will unfairly judge the entire agreement by the inclusion or lack of inclusion of a particular clause which, while important in itself, is relatively unimportant as compared to the provisions of the entire agreement.

We will, therefore, attempt to provide the approach, the selling points and the arguments one can expect for or against the various common contract clauses in addition to some necessary explanations of the agreement provisions which follow.

CONTRACT CLAUSES AND EXPLANATION

An agreement usually provides the following language which names the parties to the agreement:

Agreement entered into this..... .....day of....., 19....., between the Office Employes International Union, AFL-CIO, Local No....., a local union of the Office Employes International Union, AFL-CIO, hereinafter referred to as the "Union" and the..... ....., its successors or assigns, hereinafter referred to as the "Employer".

Usually, thereafter, a contract provides a Preamble which, in effect, explains the purpose of the agreement. The following is the usual language of such a clause:

PREAMBLE

WHEREAS, the parties hereto desire to cooperate in establishing conditions which will tend to secure to the employees concerned a living wage and fair and reasonable conditions of employment, and to provide methods for fair and peaceful adjustment of all disputes which may arise between them, so as to secure uninterrupted operation of the office involved,

NOW, THEREFORE, be it mutually agreed to as follows:

These provisions of the agreement are self-explanatory.

Article I. Recognition

The Employer agrees to recognize the Union as the sole collective bargaining agent for all office and clerical employees, exclusive of supervisory employees with authority to hire, transfer, suspend, lay-off, re-call, promote, discharge or discipline other employees, or effectively to recom-

mend such action, if, in connection with the foregoing, the exercise of such authority is not of merely routine nature but requires the use of independent judgment.

We wish to point out that it may be preferable for the Union to insert within this clause the recognition by the employer of the office and clerical employees in a given area. For example, if the employer has one place of business in a city, it will be important that we do not restrict ourselves in collective bargaining to the address of the present place of business. Possibly, through expansion of the company, we may be able to include contract coverage of all the office and clerical employees who subsequently are hired in the same city but in another establishment of the same company. In some places it may be possible to include a wider area than the city itself.

If, through National Labor Relations Board procedures, we have secured a wide certification insofar as the unit is concerned, it may be advantageous to include within the recognition clause the exact wording of the certification without referring to the address as is usually incorporated in such certifications. Further, this reference to the exact certification involving the classifications of employees excluded, may give us future advantages when the employer establishes new classifications not referred to in the certification. Therefore, in effect, we can claim coverage over any classifications not specifically excluded in the original certification.

The discussions that may take place with respect to the above clause will be mostly minor and technical because of the very nature of the clause. In most instances the employer, by virtue of existing labor legislation, will be cognizant of the fact that he must recognize the union as the sole collective bargaining agent for the employees concerned.

Article II. Union Security

Sec. 1. The Employer agrees that all employees covered under this agreement shall, as a condition of employment, thirty days from the effective date of this agreement, become and remain members of the Union in good standing.

Sec. 2. The Employer further agrees that all new employees hired subsequent to the effective date of this agreement shall, as a condition of employment, thirty days from the date of employment become and remain members of the Union in good standing.

There are many variations of the above clause. For example, in agreements where interstate commerce is not affected, it may be possible to obtain hiring through the union, or the "closed shop" as it is commonly known, if state laws do not so prohibit. Further, it may be possible in such instances to provide for immediate union membership rather than after the thirty-day period required by the Labor-Management Relations Act of 1947, as amended.

In some states which bar the union shop altogether, the above language will not be legal and must be changed to meet the legal requirements of the state involved. In other states, elections are required before a union shop can be effectuated, therefore the language of the contract clause involving the union shop will have to be qualified to provide that the clause will not be effective until such time as the election is held.

It is important, however, that we convince the employer of the value of the union shop. One of the finest examples we can give is the experience of the United Auto Workers, CIO, with the Ford Company. The Ford management fought unionism even to the extent that it used tactics which today would be considered to be unwarranted, and possibly illegal. However, when the union won

an election conducted by the National Labor Relations Board, the first clause to which Ford consented was the union shop. Ford stated, in effect, that he wanted to make sure his employees devoted all of their time to the production of Ford automobiles and to the interests of the Ford Company rather than allow arguments between union and non-union employees as to the value of membership or non-membership in a union on his time.

We think another good example is an experience we had with a very respected company attorney who stated that he wanted all of the employees of the company he represented to be members of the union so he could be sure that in granting proposals made by the union he would, in effect, be meeting the wishes of the majority of the employees rather than the desires of a possible minority. He further stated that unless a union shop was contained in the agreement, he might possibly agree to proposals made by a minority which would antagonize the majority, thus impeding the services or the production of the firm he represented.

One of the most common arguments advanced by employers against the union shop is the premise that any worker in this democratic country of ours should have the right to say whether or not he wishes to join the union. He may also state, in effect, that he believes the individual will be a better union member if he is convinced of the value of union membership rather than if he is made to join the union.

It must be emphasized that in this democracy of ours we practice the rule of the majority, particularly after a secret ballot election has been held. We must emphasize the fact that regardless of our political party and the results of local, state or national elections, we must pay the taxes and abide by the laws put into effect by the majority party.

If an attorney is representing the company and advances the above-mentioned argument, it might be well to point out that attorneys must be admitted to the bar and must agree to a certain code of ethics before the right to practice is granted. The same principle holds true for medical doctors. In effect, these people are subject to the closed shop rather than to the union shop which we are hereby proposing.

There are many diversified arguments that can be made, pro and con. It is important that we educate our committees on these points beforehand. We cannot emphasize too strongly the vital need for a union shop provision in our agreements. In those instances where we have agreed to other types of union security clauses or even the open shop because of the particular circumstances which confronted us, we have found ourselves during the life of the contract constantly fighting to survive. All of our time has been taken up in those instances in organizing, reorganizing, and organizing again to the extent that we, on occasion, have been diverted from the primary goal of the trade union—namely, the improvement of wages, hours and working conditions. In too many instances where we have agreed to union security clauses other than union shop, we lost our collective bargaining majority and the union in those instances disappeared.

Article III. Check-Off of Dues

Sec. 1. The Employer agrees to deduct union initiation fees and dues from the wages of each employee. The Employer agrees to forward such initiation fees and dues to the office of the Union monthly.

Sec. 2. The Union agrees to file an initiation fee and dues deduction assignment form with the Employer for each employee prior to such deductions. (See sample form, page 72).

Again we must remind you that it is pos-

sible, in certain instances, where only intrastate commerce in involved not subject to the National Labor Management Relations Act of 1947, that the above mentioned dues deduction authorization forms may be unnecessary. In certain States involuntary check-offs are allowed, however, the check-off assignment card is the usual procedure.

The arguments for the check-off are similar to the arguments in favor of the union shop, viz., the time of all employees and shop stewards will be spent in the service of the employer rather than in the collection of union initiation fees and dues. It may be well to point out to an employer that under a union shop such initiation fees and dues must be paid regardless, therefore a check-off is both practical and essential. It may be brought to the attention of the employer that the government accepts the practice of check-off in its withholding tax system.

Article IV. Work Schedule

Sec. 1. (Seven) hours shall constitute one full day's work; (thirty-five) hours shall constitute one full week's work, Monday through Friday, inclusive.

Sec. 2. All work performed in excess of seven hours per day and/or thirty-five hours per week shall be paid for at the rate of time and one-half the regular rate of pay. All monies due for overtime shall be paid at the same time regular weekly salaries are paid and no more than one week's accrual of overtime monies shall be permitted at any time.

Sec. 3. Each employee shall receive two relief periods of not less than 15 minutes in each day's work schedule. The first such relief period shall occur during the morning tour of duty prior to the lunch period and the second relief period shall occur in the afternoon tour of duty prior to the quitting hour.

While we strive for a work schedule of seven hours per day and thirty-five hours

per week there are many occasions in which such a proposal is not practical. In the manufacturing industry where the office and clerical employees are on the same premises or very close to the same premises as the manual workers, a thirty-five hour week is sometimes out of the question. The employer in such cases will insist on a forty-hour week in view of the fact that some of the work of the clerical employees is closely integrated with production to the extent that it would not be feasible to have a shorter work week for clericals. For example, the work of timekeepers, time clerks and production expeditors is closely dependent upon production, and the working schedule of these employees must of necessity be closely aligned with production. In such instances where a shorter work week is not possible of attainment for the time being, the above-mentioned proposal should read "Eight hours shall constitute, ..." and "forty hours shall constitute, ...".

We wish to call your attention to the fact that the usual work week of clerical employees in many industries is Monday through Friday. However, it is possible to organize industries where that schedule is not the usual practice. For example, in the hotel and restaurant industry and in other service trades, it may be necessary to change the work week proposal to call for five days out of seven with provision made for two consecutive days off during the regular seven-day week. There are other possible exceptions to the foregoing examples. In the department store and retail industry, the contract should provide for a five-day schedule within a six-day work week. In such instances one additional day off must be provided exclusive of Sunday, when retail and department stores are usually closed. It is not always possible to provide for two consecutive days off in these cases.

The union's position on the work week

proposal is simple but must vary in accordance with the industry involved. The employer, in most instances, will make his strongest objection to that part of our proposal which calls for overtime on a daily basis. He, in effect, will point out that employees can be sick for one, two, three or even four days a week and still receive overtime if they are obliged to work in excess of 7 or 8 hours in a given day during the same work week. In such instances the union's position must include the general argument for the original reasons for overtime. Overtime payments were originally proposed by the labor movement as a penalty against the employer so that he would find it cheaper to employ more workers at straight time. It is not invoked for purposes of getting more income for the employee. In many instances such overtime hours worked have been the cause of serious illnesses to the wage earner. It is possible, therefore, that overtime worked can be the direct cause of illness which will bring about the employee's absence during the same work week in which the overtime is performed. Therefore, it is not fair for the employer to take away overtime payments for work which may be directly attributable to the cause of illness.

Arguments in favor of a shorter week for office and clerical workers are many. Most insurance companies, banks, and brokerage houses, which are among the largest employers of clerical workers in this country, even as unorganized establishments, work their employees a schedule of thirty-five hours. All employers of clerical workers, including the employer we may be negotiating with, compete with these banks, brokerage and insurance firms in the hiring of clerical employees. Consequently, the thirty-five hour week schedule is advantageous to the employer in view of such competition. A longer work week will lessen his chances of hiring qualified workers in view of the practices of banks, brokerage and insurance firms

where the thirty-five hour week is usual. The net result of the longer work week could be the dissatisfaction and demoralization of the workers involved.

Further, it has been found by numerous employers that the eighth hour of employment is the least productive when employers invoke the longer work week. It is important, therefore, particularly in view of the necessity for efficiency and the elimination of errors, that the employer seriously consider the shorter work week.

Article V. Holidays

Sec. 1. All employees shall receive the following holidays with pay:

New Year's Day	**Labor Day**
Lincoln's Birthday	**Columbus Day**
Washington's Birthday	**Election Day**
Decoration Day	**Veterans' Day**
Independence Day	**Thanksgiving Day**
	Christmas Day

Holidays falling on Sunday shall be observed on Monday. Holidays falling on Saturday shall be observed either on Friday or Monday at the option of the employer.

Sec. 2. All worked performed on any of the above enumerated holidays or work performed on Sunday shall be compensated for by twice the regular rate of pay in addition to the regular weekly salary.

Sec. 3. In the event that any of the above enumerated holidays fall on a regular work day, Monday through Friday, and employees are not required to work such a holiday shall be considered as a day worked for the purpose of computing overtime.

The negotiator, in proposing the above clause, must consider changes in the holidays contained therein in accordance with the practices of the section of the country involved. For example, Lincoln's Birthday is not celebrated in the Southern states, and

Patriot's Day and Bunker Hill Day are celebrated in the New England States, and Dominion Day is celebrated in Canada. It may also be necessary and advisable to provide for the inclusion of religious days as holidays. In some instances it may be necessary to differentiate between national and local election days.

Clerical workers in manufacturing industries do not usually receive eleven paid holidays. In service industries a lesser number of holidays is also the usual practice in view of the fact that many service companies must remain open seven days a week.

Employers will very often balk at the observation of holidays falling on Saturday and Sunday. Under these circumstances most unions have accepted a compromise in the initial agreement and thereafter have pushed for and obtained the full clause in subsequent agreements. We recommend the same type of procedure for OEIU local unions. It should be emphasized to the employer in the negotiations when such employer takes a position against payment for holidays falling on Saturday or Sunday that he is, in effect attempting to save money on a holiday for which he has contracted to pay. For example, if he agrees that 8, 9, 10, or 11 days shall be observed as holidays and subsequently during the life of the agreement takes the position that he does not want to pay for any of these days falling on Saturday or Sunday, he is, in effect, refusing to pay for a holiday for which he has contracted. It should be pointed out that a holiday falling on Saturday or Sunday, which is observed on Friday or Monday, does not cost the employer any more than if such holiday fell during the regular work week. The union should be willing to have one-half of the employees observe Friday and the other half observe Monday at the option of the employer in lieu of holidays falling on Saturday.

You will also find employers refusing to pay double time in addition to the regular weekly salary for holidays falling during the regular work week. Such employers contend that in view of the fact they are already paying a day's pay for the holiday, the proposal in effect is a triple time payment. The union's contention should be the following: the day has been guaranteed to us as a holiday; our salaries are received on a weekly basis, therefore, regardless of whether a holiday falls during the week or on Saturday or Sunday, we should receive double time in addition to the weekly salary. If we are already guaranteed a day's pay for any regular work day in a regular work week, unless the employer pays double time in addition to the regular weekly salary we are, in effect, receiving only single time (if that is the employer's proposal) as a so-called premium for the holiday. We should stress the difference between employees working on a weekly basis as opposed to manuals employed on a daily basis.

Article VI. Vacations

Sec. 1 Each employee who shall have been employed for six months but less than one year by June 1st of each year shall receive one week's vacation with pay, plus one additional day's vacation with pay for each month in excess of the six months heretofore required.

Sec. 2. Each employee who shall have been employed for one year by June 1st of any year, but less than three years, shall receive two weeks' vacation with pay.

Sec. 3. Each employee who shall have been employed for three years but less than five years by June 1st of any year shall receive three weeks' vacation with pay.

Sec. 4. Each employee who shall have been employed for five years by June 1st of any year shall receive four weeks' vacation with pay.

Sec. 5. In the event a holiday named in this contract falls during an employee's vacation period, such employee shall receive an additional day's vacation.

Sec. 6. A vacation schedule shall be prepared by the Employer and presented to the employees by April 15th of each year.

Sec. 7. Senior employees shall be given preference in the selection of vacation periods.

Employers will generally agree to the first part of the proposed vacation clause up to and including two weeks after one year of service without too much difficulty. At the present time most employers recognize that employees must have a vacation rest if they are going to continue to be productive workers in the future. In fact, in manufacturing industries, many of the firms close their plants completely during a two-week period in the slow summer months. They have found it cheaper to so operate than continue production with a skeleton force through the summer.

Most employers, however, will argue against three weeks' vacation after three years of service and four weeks' vacation after five years of service. It is important that negotiators mention the fact in their argument that this is another method of rewarding senior employees and encouraging longevity of service. It is important, too, to point out that clerical workers are engaged in work which involves continual use of the mind. All medical authorities have recognized that this type of work calls for greater recreational periods. It may be necessary to forego the more liberal vacation request in initial contracts; however, it may be possible to compromise these proposals.

It should be remembered that the above proposed clause can be made to vary according to the conditions of employment in the particular company involved. For example, a negotiator may find that June 1st is not

the best effective date for vacations. He may find that the vacation period begins at an earlier date or at a later date, thereby making an earlier or later date more practical in the particular company involved.

Article VII. Sick Leave—Leaves of Absence

Sec. 1. The Employer agrees to grant to his employees fifteen days sick leave per year, same to be considered cumulative for which full salary shall be paid.

Sec. 2. Employees with three or more years of service shall be given, in addition to the sick leave mentioned heretofore, one additional week of sick leave for each year of service over and above the three years of service.

Sec. 3. For sick leave of three or more consecutive days the Employer may demand and receive from the employee involved a statement from a medical doctor certifying the medical disability.

Sec. 4. Employees shall be granted extended leaves of absence without pay not to exceed one year beyond the accumulation of paid sick leave referred to during periods of lengthy illness or lengthy disability so certified by a medical doctor. During that period of time beyond the paid sick leave period, seniority will be retained but will not accumulate. Seniority will accumulate during periods of paid sick leave.

Sec. 5. Employers shall grant a leave of absence not to exceed six months in the event of maternity. Employees receiving such maternity leave shall retain and accumulate seniority during such maternity leave. An additional leave of absence may be granted for a period in excess of six months upon presentation of a doctor's certificate but additional seniority may not be accumulated.

Sec. 6. In cases of death in the immediate family an employee shall be granted a leave of absence of three days with pay.

This leave of absence will not be charged against sick leave.

Sec. 7. The Employer agrees to grant a reasonable leave of absence to employees selected to perform work for the Union. In addition to the usual union tasks this will include conventions and conferences. Employees granted such leave of absence will retain and accumulate seniority during such leave period.

Sec. 8. An employee on leave of absence for 60 days or less may return to his regular job. If the employee's leave of absence extends beyond 60 days but is less than one year, the Employer guarantees him employment in a job the employee is qualified to perform at not less than his former rate of pay.

Sec. 9. The Employer agrees to abide by the provisions of the Selective Service Act and its judicial interpretations with respect to leaves of absence due to military service.

Sec. 10. The Employer agrees to pay full wages to any employee obliged to serve on a jury.

Employers will generally agree to some sort of sick leave program. In most cases they recognize the need for sick leave, however, the negotiator's trouble occurs in the length of the sick leave rather than sick leave itself. It is important that the negotiator point out to the employer the preponderance of female help in an office. It is necessary, further, to show that the national sick leave average is greater for females than it is for males.

It is important that you stress the reasons for accumulation of sick leave. Point out that some employees endeavor to take the full limits of their sick leave in every year when they know that the sick leave is not cumulative. Further, it is not fair to the employee who is consistently on the job for a period of years to find that when a serious

illness occurs he is unpaid because of the lack of a cumulative sick leave provision.

It may be necessary to grant a reasonable cut-off point to the unlimited sick leave proposal contained in this manual. The employer can present many substantial arguments against an unlimited sick leave program.

We should stress the necessity for the granting of maternity leave by pointing out that this provision gives to the employer the opportunity to continue in his employ people with experience in his line of work and in the particular classification.

Similar arguments should be made for granting leaves of absence for lengthy illness and for paid sick leave for employees covered by the agreement. This type of practice will result in the continued employment of workers with the specific experience the employer needs. It also does away with the fear of unemployment as a result of lengthy illness. It guarantees to the employee the right of reemployment so necessary to his peace of mind. It makes better employees. Further, granting of this additional leave of absence does away with the possibility of employees returning to work prematurely, thus possibly infecting others or causing a second breakdown.

In cases involving death in the immediate family the arguments for such a clause are quite apparent. In most instances, unless such practice is agreed to, the employee will seek to find other reasons for such absence thereby creating an unfavorable atmosphere insofar as the employee himself is concerned and also insofar as other employees are concerned. The granting of this type of leave is getting to be more and more of a common practice. Employees who have suffered a death in their immediate family do not produce when forced to work under such circumstances. They are usually in a depressed state and sometimes this attitude will affect the work of other employees in the office.

This type of leave is unusual and it should be recognized as such by the employer. It is virtually impossible to abuse this practice. It may be necessary to spell out in the agreement the definition of immediate family such as mother, father, brother, sister, spouse and children. In some instances, it is necessary to provide leave in the event of death in the immediate family where services are held in a distant city.

Such union leaves of absence as contained in this proposal will be granted only by firms employing a large number of workers where replacement for a reasonable period of time is possible. It is almost impossible to secure such leave of absence for union tasks from small firms. Such a leave would place too much of a burden on these small employers. While the proposal involving union leave of absence is an all-embracing one, any compromise made in this direction will be of value to the union and to the employees involved.

Article VIII. Seniority.

Sec. 1. Newly hired employees shall be considered on a trial basis for a period of 30 days from the date of hiring.

Sec. 2. During the term of the 30-day probationary period, such employees shall be entitled to all rights and privileges of this agreement, except with respect to discharge. Such employees may be terminated any time during this period of 30 days without any recourse whatsoever. After the completion of the 30-day trial period, seniority shall be effective as of the original date of employment.

Sec. 3. Seniority shall mean length of continuous service with the Employer and shall be cumulative on an office-wide basis.

Sec. 4. An employee shall lose all seniority rights for any one or more of the following reasons:

a. Voluntary resignation

b. Discharge for just cause

c. Failure to return to work within 5 working days after being recalled by registered mail, return receipt requested, unless due to actual illness or accident. (The Employer may require substantiating proof of illness or accident.)

d. Layoff for a continuous period of more than 2 years.

The employer will not generally dispute the above proposals. He may offer counterproposals which deviate in some way from the union proposal. However, there are factors which the union must take into consideration dealing with this subject which will be peculiar to the employer involved. For example, if the union wishes to have employees such as supervisors who may be transferred out of the bargaining unit, retain seniority with or without accumulation, or lose all seniority in the event of transfer back into the bargaining unit, then such proposals must be made in accordance with the desires of the employees involved.

In setting up trial periods, additional probation is sometimes necessary for employees in higher classifications. It may, therefore, be necessary to change this proposal to 30 days for positions in the lower brackets and 60 or 90 days for positions in the higher or more skilled occupations.

Article IX. Promotions, Demotions and Transfers

Sec. 1. Promotion is hereby defined as a move from a lower labor grade to a higher labor grade. It is the intention of the Employer to fill job vacancies from within the company before hiring new employees providing employees are available with the necessary qualifications to fill the vacant position.

Sec. 2. Notice of all job vacancies shall be posted on all bulletin boards of the com-

pany. This notice will remain on the bulletin board for three working days and will include job title, labor grade and a brief description of the job duties including qualifications and necessary skills. Only those employees who make application during this three-day period will be considered for the job and will be permitted to file a grievance against the final selection.

Sec. 3. Promotions shall be made on the basis of seniority and qualifications. In the event two or more employees have the same relative qualifications the employee with the greatest seniority shall be selected. An employee who is promoted to a higher position shall receive the minimum of the new job classification or a ten percent increase, whichever is higher. All employees so promoted shall be placed on the higher-rated job for a probationary period of thirty days. In the event such promoted employee successfully passes the thirty-day probationary period, he shall receive the above stated increase retroactive to the date of promotion. In the event the employee does not successfully pass the probationary period such employee shall be given his former position without any loss of seniority or pay.

Sec. 4. In the event of a demotion as a result of bump back or other circumstance, an employee so demoted shall receive the maximum of the lower position or his present salary, whichever is lower.

Sec. 5. An employee may apply for and receive a transfer to a position of another classification within the same labor grade. Such transfer shall be made upon request of the employee at the discretion of the Employer. Any employee so transferred shall receive the same salary as in his former position.

It is extremely important for a union to have incorporated in its contract the em-

ployer's intention to promote from within. Generally, employers will say that they have putting such intentions in a signed contract. The negotiator should argue that if the employer intends to do so he should be willing to state his intentions in a signed agreement. Further, we should remind him that we stipulate that an employee must have the qualifications necessary to perform the duties of the higher-rated position. If such employee does not have the qualifications, then the union will not argue for the promotion. It should be emphasized to the employer that we do not intend to saddle him with employees who are not capable of performing the duties of higher-rated positions. It should be further argued that reference to an employer's intentions in a signed contract is a morale-builder and will serve to bring about a situation whereby employees will constantly prepare to better themselves within his employ through education, experience, etc.

The wage increase proposals made in this agreement in the event of promotion may be opposed by the employer. He can be reminded that this same formula was adopted by the War Labor Board in all white collar cases and was directly used as a guide during World War II. It is considered to be reasonable and was agreed upon by representatives of industry, labor and the public.

The proposal of payment in the event of demotions is also exactly the same as that which was followed by the War Labor Board during World War II as a guide for payment in the event of demotions.

It will be noted that the union's position in the event of transfer does not call for any increase or decrease in salary. A transfer is a move from one classification to another in the same labor grade. The payment for the grade is the same, regardless of classification, in view of the fact that this change of position must of necessity be at the em-

ployee's request. Except in the event of possible layoff, where such a move is unavoidable, it would not be fair or smart to ask for a change in pay rate. The usual lateral transfer is made in most instances at the employee's request and with the employer's consent. Lateral transfers cannot be made mandatory except in the case of proposed layoff and bump back. It would not be to the advantage of the employee or the employer to ask for mandatory unlimited lateral transfers, thus constantly interrupting the employer's business.

In a large firm where the office operations are departmentalized it may be necessary to devise a promotional procedure whereby employees at a given point in the labor grade structure are obliged to choose their future progression path. For example, those who are preparing for accounting should be given an opportunity to apply for and receive starting positions in the accounting department. Typists and stenographers should be given an opportunity to move up to the position of secretary. Future business machine operators should be given the progression path of key punch machine operator, tabulating machine operator, etc. You will find that the employer will make objections to unlimited promotional changes in large corporations. His objections can be anticipated by the union in an affirmative way through setting up the progression paths referred to. It would not be unreasonable for the employer to feel that he has wasted three or four years of training on an employee who has been working in the accounting department if suddenly the employee applied for and received a lateral transfer or promotional job in the stock records department, the IBM department, etc.

Article X. Layoffs and Recall

Sec. 1. If a reduction of the office staff is necessary due to economic reasons, the Employer shall meet with the union repre-

sentative and in the event of agreement the following procedure shall be adopted:

Sec. 2. The employee with the least amount of seniority in any classification will be the first laid off from that job but he may replace an employee in the same or lower labor grade with the least seniority in such classification providing he has the qualifications to satisfactorily perform the job and has greater seniority. Employees who are displaced from their jobs as a result of such bump back procedure may themselves move back and replace employees having the least seniority in the same or lower labor grade providing such employee has the necessary qualifications and seniority. Employees who have suffered one bump back shall be given credit for full office wide seniority in the lower classification for purposes of any future downward moves.

Sec. 3. Notice of such layoffs shall be given two weeks before the scheduled layoff except in cases of emergency where the length of time shall be reduced to one week.

Sec. 4. An employee so affected who is transferred to a lower rated job shall receive his present rate of pay or the maximum of the lower job classification, whichever is lower.

Sec. 5. In the event of an anticipated permanent layoff, the laid off employees shall receive the following severance pay based on service with the Employer in addition to two weeks notice of such layoff:

Employees with 6 months' but less than 1 year of service shall receive 1 week's severance pay.

Employees with 1 year or more of service shall receive 2 weeks' severance pay for each year of service.

Sec. 6. Any employee laid off shall be placed on the recall list for a period of two years.

Sec. 7. The Employer agrees to pay full coverage to the welfare and pension funds for employees laid off for periods of less than 90 days. In the event the layoff exceeds 90 days, employees so affected will be given the right to continue this coverage through direct payments to the funds.

Sec. 8. The Employer, upon rehiring, shall do so in the inverse order of seniority. He shall rehire the last employee laid off providing, however, that such employee has the qualifications for the position for which he is rehiring. Under no circumstances shall the employer hire from the open market while employees on the recall list qualified to perform the duties of the vacant position are ready, willing and able to be reemployed. The last employee laid off from a job will be the first recalled to that job.

Sec. 9. An employee recalled and reinstated to the former position held shall receive his former rate of pay in addition to any wage increases which were applied to his job classification during the period he was on the recall list.

Sec. 10. Any notice of reemployment to an employee who has been laid off shall be made by registered mail to the last known address of such laid off employee.

Most employers will agree to some type of layoff procedure, however in most circumstances they are opposed to layoffs in accordance with seniority. They will attempt to obtain either a discretionary practice or the installation of qualifications as the basis for laying off employees. Our union should in all instances fight for and obtain layoff procedures in accordance with seniority. While we should give consideration to qualifications in the event of promotions and in the event of bump backs, under no circum-

stances should we agree that layoffs be made other than in accordance with seniority. This plan of seniority is one that has been won by most unions throughout the United States and Canada. It should be adhered to in all instances by our local unions.

Employers may also disagree with office-wide seniority in layoffs and may attempt to install a system of departmental seniority. In such instance we must explain to the employer involved that it is possible, as an example, for a stenographer with 20 years of service to receive a transfer or to be promoted to a position in "B" department from "A" department. Through limited departmental seniority rules it would be possible for this employee in "A" department to be laid off and an employee with only two months service in "B" department to be retained. It is impossible to encourage promotions and longevity of service if the employee with greatest seniority is not protected by a system of over-all seniority. Unless he accepts a seniority layoff clause, the employer will be in the position of laying off senior employees and retaining employees with little or no service completely untrained for the job. We must emphasize the fact that through this system of layoffs we are retaining the most competent qualified employees.

The employer, too, may oppose a recall list of two year's duration. It may be necessary during negotiations to change the time limit of such recall list. In some instances we have an unlimited list and in others we have negotiated a list of two year's duration. The local union negotiator will be in a better position to determine the length of time such a list should exist.

Employers may be opposed to payments of severance pay as proposed in this clause. This severance pay proposal is also subject to negotiation and to the discretion of the local union negotiator. It is possible, too, that the employer may take the position that he does not want to pay large amounts of severance

pay and subsequently find that he may re-employ such an individual within a reasonable time. In such instance it may be necessary to incorporate a reasonable clause in the contract making provision for the return of a part of the severance pay, or all of it, through wage deductions over a period of time, or through some other mutually acceptable method of repayment.

Negotiators may also find it necessary, particularly in smaller companies, to give consideration to a cut-off point in severance pay such as a maximum of ten weeks pay, fifteen weeks pay, etc., in accordance with the financial status of the employer involved.

Article XI. Discharge

Sec. 1. It is hereby agreed that the Employer has the right to discharge for sufficient and reasonable cause. The Employer agrees to advise the Union of any such discharge and the reasons therefor prior to such action.

Sec. 2. If upon joint investigation by the Union and the Employer or by decision of an arbitrator appointed pursuant to the terms of this agreement, it shall be found that an employee has been unjustly discharged, such employee shall be reinstated to his former position without any loss of seniority or rank and shall suffer no reduction in salary and shall be compensated by the employer for all time lost retroactive to the date of discharge.

Some employers will object to that provision of the discharge clause relating to sufficient and reasonable cause. Employers generally want to include specific terms such as drunkenness, dishonesty, insubordination, tardiness, excessive absenteeism, etc. It is generally not to the advantage of the union to specify reasons for discharge. Sufficient and reasonable cause or any general term is of advantage to the union.

With a general type clause the arbitrator

will give consideration to the extent of the reasons for the discharge rather than the reason itself. In some instances he may determine that some sort of penalty is justifiable but not necessarily discharge. For example: The employer, if given specific reasons in the contract may fire an employee for insubordination. If insubordination, as such, is not listed the arbitrator may determine that there has been insubordination but not of sufficient and serious nature to warrant discharge, thereby ordering reinstatement.

It may be necessary to change that part of the proposal which states, in effect, that the employee shall be reinstated and compensated for all time lost retroactive to the date of discharge. It may be necessary to change "shall" to "may" in view of the possibility that the arbitrator may wish to invoke some penalty less severe than discharge.

Article XII. Welfare and Pension

The Employer agrees to contribute $..... to a welfare and pension fund to be jointly administered by trustees representing the Employer and the Union. This fund shall be used to purchase life insurance, accidental death and dismemberment coverage, hospitalization, medical and surgical benefits for the member and his family, and pension benefits for the employee.

The amount of money to be contributed by the employer can be paid on a weekly or monthly basis in accordance with the agreement made. Such payments can be on the basis of percentage of the weekly salary of the employees involved or on the basis of payment for each hour of employment, or a flat contribution per employee per week.

It is recommended by the International Union that a local union should strive to purchase life insurance, accidental death and dismemberment insurance, hospitalization, medical and surgical coverage through an es-

tablished insurance company of good reputation.

While we do not recommend establishment of a self-insured plan initially, we feel that this should be the goal of a local union. Further, we should strive to do business with non-profit companies where it is possible to avoid the payment of commissions. In addition, we do not recommend any type of plan which provides for contributions by the membership of the union in the event of the death of a member.

Insurance coverage by a reputable insurance company is far more preferable and it will be found that such coverage will bring about a much more reasonable cost. We strongly recommend a Welfare Plan administered by both employer and union trustees. We do not recommend that such fund be operated by either the employer or the union unilaterally.

We further recommend that any pension plan negotiated should be a funded plan with vested cash rights for the employees covered. Discretionary plans which are sometimes advocated by an employer out of profits of the firm are not recommended. An actuarily sound, funded pension plan is far more preferable. The union should strive to obtain full credit for all past service of each employee involved prior to the establishment of the plan.

It may be necessary to sign a separate pension contract of longer duration than the collective bargaining agreement. This is generally the case in view of the fact that the parties rarely amend such original plans yearly or, for that matter, biennially. Generally, these separate pension plans run for a period of three to five years.

Before arriving at a sum of money necessary for the purchase of welfare fund benefits to be contributed by the employer, it will be necessary to obtain such statistical information as age, sex, size of family group and

length of employment with the employer for purposes of forwarding such information to a number of insurance companies so they may bid on the type of insurance desired. Only after receipt of the bids from the insurance companies involved can a realistic proposal be made to the employer.

All such welfare plans must be drawn up in conformity with the Labor-Management Relations Act of 1947 and the Kennedy-Teller Welfare & Pension Plans Disclosure Act.

Article XIII. Bulletin Board

Bulletin boards will be made available to the Union by the Employer for the purpose of posting union notices relating to meetings, dues, entertainment, health and safety and general union activities. All notices shall be submitted to the Employer or his designated representative before being posted. Approval shall not be withheld unreasonably by the Employer.

Article XIV. Non-Discrimination

Sec. 1. The Employer agrees that he will not discriminate against an employee because of his activity as a member of the union.

Sec. 2. No clause in this agreement shall be understood to imply any lowering of the working conditions heretofore existing in the office of the Employer.

While the employer is not allowed legally to discriminate against an employee because of his activities as a member of the union, the insertion of such a clause in the contract gives added protection to those employees who are in the union. Further, it provides a method of adjudication other than through the National Labor Relations Board. It can be explained to the employer that such charges of discrimination may be resolved through the grievance and arbitration procedures of the contract without filing unfair

labor practice charges with the National Labor Relations Board. This clause is of benefit to both the employer and the union.

The union should argue in favor of the clause which prohibits the lowering of working conditions existing heretofore in the offices of the employer by pointing out that it would be impossible to draw up a contract which spells out every single benefit heretofore in operation. For example, there are rules for or against telephone calls, smoking, washroom facilities, and others too numerous to provide for in an agreement. Actually, however, this is a catch-all clause which the union needs to protect it from the loss of privileges previously enjoyed.

While we do not provide in this manual for an employer's prerogative clause, such provision may be proposed by the employer. In the event that such a clause is agreed to by the union subject, of course, to those rights already referred to in the agreement, it will give greater impetus to the union's proposal against lowering of the working conditions.

Article XV. Rates of Pay

Sec. 1. Employees will be classified in accordance with skills used and shall be paid not less than the minimum for such classifications in accordance with the table of job classifications and rates of pay in Schedule "A", which is attached hereto and made a part of this agreement. Employees shall receive wage increases in accordance with the automatic length of service provisions of Schedule "A".

Sec. 2. Any position not covered by Schedule "A" or any positions which may be established during the life of this agreement shall be subject to negotiations be-

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(NOTE: Schedule "A" is not contained in the body of the agreement, but generally appears immediately after that portion of the contract dealing with the termination of the agreement).

tween the Employer and the Union. Such positions shall not be established and put into operation until such time as agreement is reached between the parties as to the classification and rate of pay for the position. In the event that the parties are unable to agree as to the classification and rate of pay of the job in question, such dispute shall be submitted to the grievance procedure and arbitration machinery contained in this agreement.

Sec. 3. The Employer agrees to pay salaries on a weekly basis. No more than one week's salary shall be withheld at any time. (See footnote)

The above-mentioned job classifications and labor grades contained in Schedule "A" are to be used as guides only. They are not to be considered as inflexible proposals. These job titles, labor grades and rate ranges are used only for the purpose of describing the general system which we feel should be used in contract proposals.

We are opposed to job classification by point system or by a factor comparison method. We believe that all jobs should be classified according to job content, area comparison and union standards and that, thereafter, a mathematical system of rate ranges should be adopted. You will note that in this contract the rate ranges are set up mathematically. The spread between the minimums and the maximums fan out at the rate of $2.00 per labor grade. In Labor Grade I the spread is $6.00; in Labor Grade II the spread is $8.00; in Labor Grade III, $10.00, in Labor Grade IV, $12.00, etc. The minimums are stepped up at the rate of $2.00, $4.00, $6.00, $8.00, etc.

The method of setting rate ranges can be adapted to suit the particular needs of the firm involved. If the employer has only a

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(Withholding of salary is sometimes necessary because of the time required by the Payroll Department in preparing the payroll).

small number of employees, then the mathematical plan proposed here will not be applicable. If, for example, there are approximately three or four labor grades with only a half-dozen classifications involved, you may have a situation which calls for a Labor Grade I at $65.00-$71.00; Labor Grade II at $67.00-$75.00, and Labor Grade III at $107.00-$125.00. Because of the small number of employees involved there will be no mathematical relationship between the labor grades. On the other hand, in all instances of fifty or more employees, a mathematical plan is usually advisable.

If the jobs are classified in accordance with the job content and labor grades are set up in accordance with whatever formula was used, thereafter the jobs should be slotted into the labor grades in accordance with the wages obtained through collective bargaining agreements in the area. We should strive to obtain for the various classifications a wage in excess of the wages paid in the area and in line with what we have been able to obtain through our union agreements.

We have proposed here a system of automatic increases in accordance with length of service. We believe that this type of proposal is best for our membership in the long run. It may be necessary by virtue of the circumstances surrounding negotiations to agree to a system which, in effect, is a compromise of this particular plan. For example, in some instances we have agreed to automatic increases to the mid-point of the rate range and thereafter some system which involves increases based on merit rating. In second and third agreements we have been able to push the automatic increases to 75% of the rate range point and subsequently to the maximum.

We do not advocate that the union participate in any merit rating plan. In all instances where unions have agreed to participate, our membership has frequently mis-

understood the application of the merit increases and blamed the union and not the employer for the individual's failure to get an increase. We do not feel that the union should place itself in a position whereby members might cast reflection on it as a result of their failure to obtain increases through merit rating in which the union participated. We should push as hard as possible for a fully automatic system as contained in this agreement. If, however, the union is placed in a position where it must initially agree to a semi-automatic system which also contains provision for merit rating, we should not participate in the merit review but we should provide contract clauses which guarantee our right to file a grievance with the company when a deserving employee has been by-passed.

It should be pointed out to the employer that length of service increases are far more desirable than any discretionary system such as merit rating. Discretionary systems and merit rating bring about a great deal of discontent particularly when one must rate such intangible factors as aptitude, cooperation, personality, etc. It should be the union's contention to the employer that the employee is either deserving of the automatic increase or is not deserving of employment.

It is important after the job classification program has been completed, that the union and the employer agree in writing to the job descriptions and job requirements. Further, it must be agreed in advance that any proposed changes in the job descriptions and the job requirements must be made on a bilateral basis and be signed by both parties before such changes can be effectuated. This should be accomplished in order to afford our membership full protection against unilateral changes. Unless this is done, the employer will be able to by-pass our members and hire from the outside simply by raising the job requirements of the vacant position at his discretion. When the job descriptions are

nailed down in writing, this possibility is avoided. Better still, our membership will know in advance what they must do to qualify for a particular vacant job. In fact, this entire procedure can be sold to the employer on that basis. When the employees know in advance that a job requires a high school diploma or a college diploma or special educational courses, they will be encouraged to prepare themselves for these promotional positions.

Our negotiators should be careful that the employer does not insist on and obtain arbitrary educational standards as part of the job requirements. In too many instances, the employer will insist on all sort of unnecessary educational specifications simply because he is hopeful that he can get such employees and block promotion from within.

Article XVI. Technological Changes

Sec. 1. In the event of proposed technological changes such as the introduction of automative office machinery, the Employer agrees to discuss with the Union representative and agree on such changes before they are made and further agrees to offer such employment to his present employees before hiring from the outside market.

Sec. 2. The Employer further agrees to institute a training program for those displaced employees who wish to accept employment in these automated positions.

It is important for the union to protect its membership in the event of the introduction of new automative office equipment to the organized office. It is to the employer's advantage also that all machinery be introduced as efficiently as possible so that he can gain the advantage of the introduction of this machinery rather than experience a state of disruption which sometimes occurs in such instances.

It is important to realize we cannot im-

pede progress. We must make the employer aware of the fact that we understand this; however, changes must be made in such a way that they are accepted both gracefully and wholeheartedly. It is important that the employer and the union agree not to make too many changes at the same time. It is important, too, that we guarantee to the employees who are about to be laid off an opportunity to learn the functions of the proposed new machinery and that they be given an opportunity to accept these new positions. It must be emphasized to the employer that it is to his advantage to continue the employment of those who already have a knowledge of and an interest in the employer's business.

It can be pointed out that widespread bumping in proposed layoffs can be avoided if the employees about to be laid off in the first instance can be given the opportunity to work on the newly created mechanized positions.

Sec. 3. The Employer agrees to initiate a training program for those employees in the same or lower labor grades who are desirous of a lateral transfer or promotion into these automated positions.

Article XVII. Grievance Machinery and Arbitration

Sec. 1. A grievance within the meaning of this agreement shall be any difference of opinion, controversy or dispute arising between the parties hereto relating to any matter of wages, hours and working conditions, or any dispute between the parties involving interpretation or application of any provisions of this agreement.

Sec. 2. An aggrieved employee shall present his grievance within 30 days of its occurrence or such grievance will be deemed waived by the Union and the Employer.

Sec. 3. In the event of such grievance,

the steps hereinafter set forth shall be followed:

Step 1: The employee and the steward or the employee individually but in the presence of the steward shall take up the complaint with the immediate supervisor. In the event the complaint is not satisfactorily settled within two working days the employee, the steward and the immediate supervisor shall complete and sign a written complaint and forward the grievance to the next step in the procedure.

Step 2: The chief steward will discuss the grievance with the head of the department involved. In the event the grievance is not satisfactorily adjusted within two additional working days, both parties shall complete and sign the grievance record form and forward the matter to the next step in the procedure.

Step 3: The union grievance committee and the management committee will then discuss the grievance. In the event of failure to reach a satisfactory adjustment within three additional working days, both committees will complete and sign the grievance record form and forward the matter to the next step in the procedure.

Step 4: The union representative and the company labor relations representative, or any such designated person, shall meet to discuss the grievance within three working days at the completion of the previous step. In the event of failure to reach a satisfactory adjustment of the grievance within five working days, the grievance may be taken to arbitration by either of the parties upon notice to the other party.

Sec. 4. If, in any of the foregoing steps, either party fails to carry out the procedures involved in these steps, the other party may take the dispute to arbitration.

Arbitration: If within three days the parties cannot agree to a mutually accept-

able arbitrator, then either party may apply directly to the United States Federal Mediation & Conciliation Service (in Canada, to the Commissioner of Labor for the Province involved) for the appointment of an arbitrator.

Sec. 5. The decision of the arbitrator shall be final and binding upon the parties hereto and the arbitrator's fees shall be borne equally by the parties.

Sec. 6. It shall be the intention of the parties to settle all differences between the Employer and the Union through grievance machinery and arbitration in accordance with the provisions of this agreement. Therefore, the Employer agrees that he will not lock out his employees and the Union agrees that it will not sanction a strike, slow down or work stoppage during the life of this agreement.

Sec. 7. In the event any other employees of the employer engage in any strike or refusal to work, place or maintain pickets at or on the employer's premises, then any refusal to work or failure to cross such picket line by members of the Office Employees International Union, Local No..... shall not be considered a violation of this agreement, any other language to contrary notwithstanding.

The above proposal dealing with grievance machinery and arbitration is fairly general in scope and can, of course, be changed in accordance with the circumstances involved. The above clause is one that would be used in a large company. The steps can be cut down in negotiating a contract involving a small number of employees. Time limits can also be cut down according to circumstances.

It is important in all instances that time for adjudication of the grievance be limited in order to insure efficient and speedy adjustment of the grievance involved.

It is important, too, that the aggrieved employee be made party to the grievance. Under

the Labor Management Relations Act of 1947 the individual employee has the right to take up his grievance at the first step, however the union can insist upon being present at that particular meeting in view of the fact that a settlement may be reached which would abrogate the agreement. Sometimes employees are willing to bring a grievance to the first and second steps and then weaken when it comes to the higher steps or when it comes to arbitration. In some instances employees have refused to go through with the grievance. It is imperative, therefore, that employees become signatory to the grievance form during the early stages of the grievance machinery.

The selection of an arbitrator is also not necessarily inflexible. In some states in the United States, agencies are available for arbitration and can be used much more expeditiously and efficiently than would be the case with national agencies.

Written grievance forms should be provided in each and every company where such grievance machinery and arbitration provisions are part of the collective bargaining agreement. When applying for arbitration it is important that our union representatives outline in detail to the arbitrator the position of the union and the alleged abridgements of the contract. It is a well-known fact that the arbitrator is psychologically influenced by the best presentation of the grievance even prior to the arbitration itself.

Article XVIII. Separability

In the event that any provision of this agreement shall at any time be declared invalid by any court of competent jurisdiction or through government regulations or decree, such decision shall not invalidate the entire agreement, it being the express intention of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.

The above clause will provide protection to the union and to the employer should any portion of the agreement be declared illegal by the courts or other recognized legal bodies. In many instances in the past it has been found that certain clauses of collective bargaining agreements were illegal. The above separability clause will preserve the remainder of the agreement.

Article XIX. Termination and Renewal

This agreement shall be in full force and effect until....., 19....., and shall continue in effect from year to year thereafter unless either party gives notice in writing at least sixty (60) days prior to any expiration or modification date of its desire to terminate or modify such agreement; provided that, in the event the Union serves written notice in accordance with this section, any strike or stoppage of work after any expiration or modification date shall not be deemed in violation of any provision of this agreement, any other provision to the contrary notwithstanding.

The above proposed termination and renewal clause has been designed to meet the terms of recent court decisions involving such clauses. We have been assured by our General Counsel that this clause is legally correct. It takes into consideration two possibilities: (1) that the union for purposes of its own wishes to continue the contract and does not give to the employer notice of intention to negotiate a new agreement; (2) it makes provision to terminate or negotiate modifications sixty days prior to the termination of the agreement. It also protects the union against the possibility of suit in the event of strike or stoppage after the expiration or modification date.

We suggest to our unions that any proposals be made to the employer in a manner which will make it easy for him to understand the proposed changes. We suggest that

the old clause be typed on the left side of the page and the new proposal to change that particular clause be placed on the right side of the page directly opposite the old clause. In this way the employer will know at a glance what is presently contained in the contract and what we are proposing to do with respect to that particular clause.

SCHEDULE "A"

	Minimum	Maximum
Labor Grade I	$65.00	$71.00
Office Boy		
Mail Clerk		
Labor Grade II	67.00	75.00
File Clerk		
Addressograph Operator		
Labor Grade III	71.00	81.00
Key Punch Operator, I		
Comptometer Operator, I		
Typist, I		
Labor Grade IV	77.00	89.00
Bookkeeping Machine Operator, I		
Key Punch Operator, II		
Comptometer Operator, II		
Typist, II		
Stenographer, I		
Telephone Operator		
Labor Grade V	85.00	99.00
Stenographer, II		
Bookkeeping Machine Operator, II		
Accounting Clerk		
Bookkeeper, I		
Tabulating Machine Operator, I		
Labor Grade VI	95.00	111.00
Secretary		
Bookkeeper, II		
Tabulating Machine Operator, II		
Labor Grade VII	107.00	125.00
Accountant, I		
Traffic Clerk, I		
Labor Grade VIII	121.00	141.00
Accountant, II		
Traffic Clerk, II		

Employees in Labor Grades I, II, and III shall receive wage increases of $2.00 per week after each three months of service until such time as they reach the maximum of the rate range.

Employees in Labor Grades IV, V, and VI shall receive increases of $4.00 per week after each four months of service until such time as they reach the maximum of the rate range.

Employees in Labor Grade VII and above shall receive increases of $5.00 per week after each six months of service until such time as they reach the maximum of the rate range.

Employees entitled to the $2.00, $4.00 and $5.00 weekly automatic length of service increases referred to above shall receive either the stated increases or the balance thereof on the last step not to exceed the maximum of the labor grade.

MODEL AGREEMENT

Agreement entered into this..... day of....., 19....., between the Office Employes International Union, AFL-CIO, Local No....., a local union of the Office Employes International Union, AFL-CIO, hereinafter referred to as the "Union", and the....., its successors and assigns, hereinafter referred to as the "Employer".

PREAMBLE

WHEREAS, the parties hereto desire to cooperate in establishing conditions which will tend to secure to the employees concerned a living wage and fair and reasonable conditions of employment, and to provide methods for fair and peaceful adjustment of all disputes which may arise between them so as to secure uninterrupted operations of the office involved,

NOW, THEREFORE, be it mutually agreed to as follows:

Article I. Recognition

The Employer agrees to recognize the Union as the sole collective bargaining agent for all office and clerical employees, exclusive of supervisory employees with authority to hire, transfer, suspend, lay off, recall, promote, discharge or discipline other employees, or effectively to recommend such action, if, in connection with the foregoing, the exercise of such authority is not of merely routine nature but requires the use of independent judgment.

Article II. Union Security

Sec. 1. The Employer agrees that all employees covered under this agreement shall, as a condition of employment, thirty days from the effective date of this agreement become and remain members of the Union in good standing.

Sec. 2. The Employer further agrees that all new employees hired subsequent to the effective date of this agreement shall, as a condition of employment, thirty days from the date of employment become and remain members of the union in good standing.

Article III. Check-Off of Dues

Sec. 1. The Employer agrees to deduct union initiation fees and dues from the wages of each employee. The Employer agrees to forward such initiation fees and dues to the office of the Union monthly.

Sec. 2. The Union agrees to file an initiation fee and dues deduction assignment form with the employer for each employee prior to such deductions. (See sample form page 72).

Article IV. Work Schedule

Sec. 1. (Seven) hours shall constitute one full day's work; (thirty-five) hours shall constitute one full week's work, Monday through Friday, inclusive.

Sec. 2. All work performed in excess of seven hours per day and/or thirty-five hours per week shall be paid for at the rate of time and one-half the regular rate of pay. All monies due for overtime shall be paid at the same time regular weekly salaries are paid and no more than one week's accrual of overtime monies shall be permitted at any time.

Sec. 3. Each employee shall receive two relief periods of not less than 15 minutes in each day's work schedule. The first such relief period shall occur during the morning tour of duty prior to the lunch period and the second relief period shall occur in the afternoon tour of duty prior to the quitting hour.

Article V. Holidays

Sec. 1. All employees shall receive the following holidays with pay:

New Year's Day	Columbus Day
Lincoln's Birthday	Election Day
Washington's Birthday	Veterans' Day
Decoration Day	Thanksgiving Day
Independence Day	Christmas Day
Labor Day	

Holidays falling on Sunday shall be observed on Monday. Holidays falling on Saturday shall be observed either on Friday or Monday at the option of the Employer.

Sec. 2. All work performed on any of the above enumerated holidays or work performed on Sunday shall be compensated for by twice the regular rate of pay in addition to the regular weekly salary.

Sec. 3. In the event that any of the above enumerated holidays fall on a regular work day, Monday through Friday, and employees are not required to work, such a holiday shall be considered as a day worked for purposes of computing overtime.

Article VI. Vacations

Sec. 1. Each employee who shall have been employed for six months but less than one year by June 1st of each year shall receive one week's vacation with pay, plus one additional day's vacation with pay for each month in excess of the six months heretofore required.

Sec. 2. Each employee who shall have been employed for one year by June 1st of any year, but less than three years, shall receive two weeks' vacation with pay.

Sec. 3. Each employee who shall have been employed for three years but less than five years by June 1st of any year shall receive three weeks' vacation with pay.

Sec. 4. Each employee who shall have been employed for five years by June 1st of any

year shall receive four weeks vacation with pay.

Sec. 5. In the event a holiday named in this contract falls during an employee's vacation period, such employee shall receive an additional day's vacation.

Sec. 6. A vacation schedule shall be prepared by the Employer and presented to the employees by April 15th of each year.

Sec. 7. Senior employees shall be given preference in the selection of vacation periods.

Article VII. Sick Leave—Leaves of Absence

Sec. 1. The employer agrees to grant to his employees fifteen days sick leave per year, same to be considered cumulative for which full salary shall be paid.

Sec. 2. Employees with three or more years of service shall be given, in addition to the sick leave mentioned heretofore, one additional week of sick leave for each year of service over and above the three year's of service.

Sec. 3. For sick leave of three or more consecutive days the Employer may demand and receive from the employee involved a statement from a medical doctor certifying the medical disability.

Sec. 4. Employees shall be granted extended leaves of absence without pay not to exceed one year beyond the accumulation of paid sick leave referred to during periods of lengthy illness or lengthy disability so certified by a medical doctor. During that period of time beyond the paid sick leave period, seniority will be retained but will not accumulate. Seniority will accumulate during periods of paid sick leave.

Sec. 5. Employers shall grant a leave of absence not to exceed six months in the event of maternity. Employees receiving such maternity leave will retain and accumulate seniority during such leave. An

additional leave of absence may be granted for a period in excess of 6 months upon presentation of a doctor's certificate but additional seniority may not be accumulated.

Sec. 6. In cases of death in the immediate family an employee shall be granted a leave of absence of three days with pay. This leave of absence will not be charged against sick leave.

Sec. 7. The Employer agrees to grant a reasonable leave of absence to employees selected to perform work for the Union. In addition to the usual union tasks this will include conventions and conferences. Employees granted such leave of absence will retain and accumulate seniority during such leave period.

Sec. 8. An employee on leave of absence for sixty days or less may return to his regular job. If the employee's leave of absence extends beyond sixty days but is less than one year, the Employer guarantees him employment in a job the employee is qualified to perform at not less than his former rate of pay.

Sec. 9. The Employer agrees to abide by the provisions of the Selective Service Act and its judicial interpretations with respect to leaves of absence due to military service.

Sec. 10. The Employer agrees to pay full wages to any employee who serves on a jury.

Article VIII. Seniority

Sec. 1. Newly hired employees shall be considered on a trial basis for a period of thirty days from the date of hiring.

Sec. 2. During the term of the 30-day probationary period, such employees shall be entitled to all rights and privileges of this agreement, except with respect to discharge. Such employees may be terminated any time during this period of 30 days without any recourse whatsoever. After the completion of the 30-day trial period, seniority shall be

effective as of the original date of employment.

Sec. 3. Seniority shall mean length of continuous service with the Employer and shall be cumulative on an office-wide basis.

Sec. 4. An employee shall lose all seniority rights for any one or more of the following reasons:

a. Voluntary resignation.
b. Discharge for just cause.
c. Failure to return to work within 5 working days after being recalled by registered mail, return receipt requested, unless due to actual illness or accident. (The Employer may require substantiating proof of illness or accident.)
d. Layoff for a continuous period of more than 2 years.

Article IX. Promotions, Demotions and Transfers

Sec. 1. Promotion is hereby defined as a move from a lower labor grade to a higher labor grade. It is the intention of the Employer to fill job vacancies from within the company before hiring new employees, providing employees are available with the necessary qualifications to fill the vacant position.

Sec. 2. Notice of all job vacancies shall be posted on all bulletin boards of the company. This notice will remain on the bulletin board for three working days and will include job title, labor grade and a brief description of the job duties including qualifications and necessary skills. Only those employees who make application during this three-day period will be considered for the job and will be permitted to file a grievance against the final selection.

Sec. 3. Promotions shall be made on the basis of seniority and qualifications. In the event two or more employees have the same

relative qualifications, the employee with the greatest seniority shall be selected.

Sec. 4. An employee who is promoted to a higher position shall receive the minimum of the new job classification or a ten percent increase, whichever is higher. All employees so promoted shall be placed on the higher-rated job for a probationary period of thirty days. In the event such promoted employee successfully passes the thirty-day probationary period, he shall receive the above stated increase retroactive to the date of promotion. In the event the employee does not successfully pass the probationary period such employee shall be given his former position without any loss of seniority or pay.

Sec. 5. In the event of a demotion as a result of bump back or other circumstance, an employee so demoted shall receive the maximum of the lower position or his present salary, whichever is lower.

Sec. 6. An employee may apply for and receive a transfer to a position of another classification within the same labor grade. Such transfer shall be made upon request of the employee at the discretion of the Employer. Any employee so transferred shall receive the same salary as in his former position.

Article X. Layoffs and Recall

Sec. 1. If a reduction of the office staff is necessary due to economic reasons, the employer shall meet with the union representative and in the event of agreement the following procedure shall be adopted:

Sec. 2. The employee with the least amount of seniority in any classification will be the first laid off from that job but he may replace an employee in the same or lower labor grade with the least seniority in such classification providing he has the qualifications to satisfactorily perform the job and has greater seniority. Employees who are displaced from their jobs as a result of such

bump back procedure may themselves move back and replace employees having the least seniority in the same or lower labor grade, providing such employee has the necessary qualifications and seniority. Employees who have suffered one bump back shall be given credit for full office wide seniority in the lower classification for purposes of any future downward moves.

Sec. 3. Notice of such layoffs shall be given two weeks before the scheduled layoff except in cases of emergency where the length of time shall be reduced to one week.

Sec. 4. An employee so affected who is transferred to a lower rated job shall receive his present rate of pay or the maximum of the lower job classification, whichever is lower.

Sec. 5. In the event of an anticipated permanent layoff, the laid off employees shall receive the following severance pay based on service with the employer in addition to 2 weeks notice of such layoff:

Employees with 6 months but less than 1 year of service shall receive 1 week's severance pay.

Employees with 1 year or more of service shall receive 2 weeks' severance pay for each year of service.

Sec. 6. Any employee laid off shall be placed on the recall list for a period of two years.

Sec. 7. The Employer agrees to pay full coverage to the welfare and pension funds for employees laid off for periods of less than 90 days.

Sec. 8. The Employer, upon rehiring, shall do so in the inverse order of seniority. He shall rehire the last employee laid off providing, however, that such employee has the qualifications for the position for which he is rehiring. Under no circumstances shall the Employer hire from the open market while employees on the recall list qualified to per-

form the duties of the vacant position are ready, willing and able to be reemployed. The last employee laid off from a job will be the first recalled to that job.

Sec. 9. An employee recalled and reinstated to the former position held shall receive his former rate of pay in addition to any wage increases which were applied to his job classification during the period he was on the recall list.

Sec. 10. Any notice of reemployment to an employee who has been laid off shall be made by registered mail to the last known address of such laid off employee.

Article XI. Discharge

Sec. 1. It is hereby agreed that the Employer has the right to discharge for sufficient and reasonable cause. The Employer agrees to advise the Union of any such discharge and the reasons therefor prior to such action.

Sec. 2. If, upon joint investigation by the Union and the Employer or by decision of an arbitrator appointed pursuant to the terms of this agreement, it shall be found that an employee has been unjustly discharged, such employee shall be reinstated to his former position without any loss of seniority or rank and shall suffer no reduction in salary and shall be compensated by the Employer for all time lost retroactive to the date of discharge.

Article XII. Welfare and Pension

The Employer agrees to contribute $..... to a welfare and pension fund to be jointly administered by trustees representing the Employer and the Union. This fund shall be used to purchase life insurance, accidental death and dismemberment coverage, hospitalization, medical and surgical benefits for the member and his family, and pension benefits for the employee.

Article XIII. Bulletin Board

Bulletin boards will be made available to

the Union and the Employer for the purpose of posting union notices relating to meetings, dues, entertainment, health and safety, and general union activities. All notices shall be submitted to the Employer or his designated representative before being posted. Approval shall not be withheld unreasonably by the Employer.

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Sec. 1. The Employer agrees that he will not discriminate against an employee because of his activity as a member of the Union.

Sec. 2. No clause in this agreement shall be understood to imply any lowering of the working conditions heretofore existing in the office of the Employer.

Article XV. Rates of Pay

Sec. 1. Employees will be classified in accordance with skills used and shall be paid not less than the minimum for such classification in accordance with the table of job classifications and rates of pay in Schedule "A", which is attached hereto and made a part of this agreement. Employees shall receive wage increases in accordance with the automatic length of service provisions of Schedule "A".

Sec. 2. Any position not covered by Schedule "A" or any positions which may be established during the life of this agreement shall be subject to negotiations between the Employer and the Union. Such positions shall not be established and put into operation until such time as agreement is reached between the parties as to the classification and rate of pay for the position. In the event that the parties are unable to agree as to the classification and rate of pay for the job in question, such dispute shall be submitted to the grievance procedure and arbitration machinery contained in this agreement.

Sec. 3. The Employer agrees to pay salaries on a weekly basis. No more than one week's salary shall be withheld at any time.

Article XVI. Technological Changes

Sec. 1. In the event of proposed technological changes such as the introduction of automotive office machinery, the Employer agrees to discuss with the Union representative and agree on such changes before they are made and further agrees to offer such employment to his present employees before hiring from the outside market.

Sec. 2. The Employer further agrees to institute a training program for those displaced employees who wish to accept employment in these automated positions.

Sec. 3. The Employer agrees to initiate a training program for those employees in the same or lower labor grades who are desirous of a lateral transfer or promotion into these automated positions.

Articl XVII. Grievance Machinery and Arbitration

Sec. 1. A grievance within the meaning of this agreement shall be any difference of opinion, controversy or dispute arising between the parties hereto relating to any matter of wages, hours and working conditions, or any dispute between the parties involving interpretation or application of any provision of this agreement.

Sec. 2. An aggrieved employee shall present his grievance within 30 days of its occurrence or such grievance will be deemed waived by the Union and the Employer.

Sec. 3. In the event of such grievance, the steps hereinafter set forth shall be followed:

Step 1: The employee and the steward or the employee individually, but in the presence of the steward, shall take up the complaint with the immediate supervisor. In the event the complaint is not satisfactorily

settled within two working days the employee, the steward and the immediate supervisor shall complete and sign a written complaint and forward the grievance to the next step in the procedure.

Step 2: The chief steward will discuss the grievance with the head of the department involved. In the event the grievance is not satisfactorily adjusted within two additional working days, both parties shall complete and sign the grievance record form and forward the matter to the next step in the procedure.

Step 3: The Union grievance committee and the management committee will then discuss the grievance. In the event of failure to reach a satisfactory adjustment within three additional working days both committees will complete and sign the grievance record form and forward the matter to the next step in the procedure.

Step 4: The Union representative and the company labor relations representative or any such designated person shall meet to discuss the grievance within three working days at the completion of the previous step. In the event of failure to reach a satisfactory adjustment of the grievance within five working days, the grievance may be taken to arbitration by either of the parties upon notice to the other party.

Sec. 4. If in any of the foregoing steps either party fails to carry out the procedures involved in these steps, the other party may take the dispute to arbitration.

Arbitration: If within three days the parties cannot agree to a mutually acceptable arbitrator, then either party may apply directly to the United States Federal Mediation & Conciliation Service (in Canada, to the Commissioner of Labor for the Province involved) for the appointment of an arbitrator.

Sec. 5. The decision of the arbitrator shall be final and binding upon the parties hereto

and the arbitrator's fees shall be borne equally by the parties.

Sec. 6. It shall be the intention of the parties to settle all differences between the Employer and the Union through grievance machinery and arbitration in accordance with the provisions of this agreement. Therefore, the Employer agrees that he will not lock out his employees and the Union agrees that it will not sanction a strike, slow down or work stoppage during the life of this agreement.

Sec. 7. In the event any other employees of the Employer engage in any strike or refusal to work, place or maintain pickets at or on the Employer's premises, then any refusal to work or failure to cross such picket line by members of the Office Employes International Union, Local No. ..... shall not be considered a violation of this agreement, any other language to the contrary notwithstanding.

Article XVIII. Separability

In the event that any provision of this agreement shall at any time be declared invalid by any court of competent jurisdiction or through government regulations or decree, such decision shall not invalidate the entire agreement, it being the express intention of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.

Article XIX. Termination and Renewal

This agreement shall be in full force and effect until ....., 19....., and shall continue in effect from year to year thereafter unless either party gives notice in writing at least sixty (60) days prior to any expiration or modification date of its desire to terminate or modify such agreement; provided, that in the event the Union serves written notice in accordance with this sec-

tion, any strike or stoppage of work after any expiration or modification date shall not be deemed in violation of any provision of this agreement, any other provision to the contrary notwithstanding.

SCHEDULE "A"

	Minimum	*Maximum*
Labor Grade I	$65.00	$71.00
Office Boy		
Mail Clerk		
Labor Grade II	67.00	75.00
File Clerk		
Addressograph Operator		
Labor Grade III	71.00	81.00
Key Punch Operator, I		
Comptometer Operator, I		
Typist, I		
Labor Grade IV	77.00	89.00
Bookkeeping Machine Operator, I		
Key Punch Operator, II		
Comptometer Operator, II		
Typist, II		
Stenographer, I		
Telephone Operator		
Labor Grade V	85.00	99.00
Stenographer, II		
Bookkeeping Machine Operator, II		
Accounting Clerk		
Bookkeeper, I		
Tabulating Machine Operator, I		
Labor Grade VI	95.00	111.00
Secretary		
Bookkeeper, II		
Tabulating Machine Operator, II		
Labor Grade VII	107.00	125.00
Accountant, I		
Traffic Clerk, I		
Labor Grade VIII	121.00	141.00
Accountant, II		
Traffic Clerk, II		

Employees in Labor Grades I, II, and III shall receive wage increases of $2.00 per week after each three months of service until such time as they reach the maximum of the rate range.

Employees in Labor Grades IV, V and VI shall receive increases of $4.00 per week after each four months of service until such time as they reach the maximum of the rate range.

Employees in Labor Grade VII and above shall receive increases of $5.00 per week after each six months of service until such time as they reach the maximum of the rate range.

Employees entitled to the $2.00, $4.00 and $5.00 weekly automatic length of service increases referred to above shall receive either the stated increases or the balance thereof on the last step, not to exceed the maximum of the labor grade.

MODEL JOB DESCRIPTIONS

Labor Grade I—Office Boy, Errand Girl, Messenger

Under close supervision, collects, sorts and distributes mail, messages, wires and related materials. Runs errands. Has knowledge of key personnel and their location in the company. May perform other routine office work such as collating papers, filing, opening mail and sealing outgoing mail. Has no supervisory responsibilities. Job is normally filled by beginners with no previous experience required.

—Mail Clerk

Under close supervision, opens and sorts incoming mail and inter-office papers for distribution. Collects and prepares outgoing letters, packages, etc., for mailing determines postage requirements and affixes stamps. May operate machines—letter openers, sealing and stamping. Keeps records on postage. May distribute incoming and inter-office mail. Usually requires no previous experience, includes beginners.

Labor Grade II—File Clerk

Under supervision, sorts, arranges and inserts in files one or more of a variety of correspondence, records, blueprints and documents according to a prescribed alphabetical, numerical, geographical or chronological order for ready reference and safekeeping. Withdraws materials from files as requested. Purges files of old or unwanted materials according to instructions and established procedures. Has no supervisory responsibilities. Job is normally filled by beginners with no previous experience required.

—Addressograph Operator

Under general supervision, operates addressograph machine and performs clerical tasks relative to the operation of the machine. May also operate graphotype machine. No experience required, includes beginners.

Labor Grade III—Key Punch Operator, I

Under close supervision, punches cards from standardized forms. Minimum experience—keypunch school or equivalent. Includes beginners.

—Comptometer Operator, I

Under close supervision, operates comptometer. Routine calculations of average difficulty in accordance with detailed instructions. Usually requires less than one year's experience. Includes beginners.

—Typist, I

Under close supervision types routine correspondence, form letters and non-technical materials from plain, rough draft or corrected copy. Addresses envelopes. Fills in form letters. May type stencils for use in addressing machines or duplicating machines. Completed work is checked by others. Does not take dictation. Does no typing from dictating machines. Has no supervisory responsibilities. Job is normally filled by beginners with no previous experience required.

Labor Grade IV—Bookkeeping Machine Operator, I

Under close supervision, operates bookkeeping machine, with or without typewriter keyboard needing no familiarity with bookkeeping procedures. Usually requires little or no experience, including beginners.

—Key Punch Operator, II

Under general supervision, punches a variety of information on several types of card forms; or has attained pre-determined standards of production and accuracy on all types of work; or is responsible for verification of punched data; or must code a variety of recurring items while punching. Must be able to operate machine efficiently.

—Comptometer Operator, II

Under general supervision, operates comptometer. Responsible for more difficult, complex computations. Deals frequently with items of large denominations, on varied work requiring exercise of independent judgment and considerable knowledge of subject matter dealt with. In addition to multiplication and division, may perform split divisions, prorations, averages, reciprocals, etc.

—Typist, II

Under general supervision, types a variety of materials that range in difficulty from plain, rough draft to corrected or edited copy, including correspondence, tables, manuscripts, and statistical and technical reports. Exercises some judgement in layout and arrangement of work within prescribed limits. May correct errors in spelling, grammar and punctuation. Completed work is checked by self or by others. Does not take dictation. Does no typing from dictating machines. Has no supervisory responsibilities.

—Stenographer, I

Under close supervision, takes and transcribes dictation involving limited and simple vocabulary, with ordinary speed and skill. May perform related clerical duties. Usually requires little or no experience, includes beginners.

—Telephone Operator

Under general supervision, operates a PBX switchboard to relay incoming, outgoing and inter-office calls. Keeps records of calls made, toll charges and other relevant information. May supply information to telephone calls or take messages over phone. Does not perform other clerical work. Has no supervisory responsibilities.

Labor Grade V—Stenographer, II

Under general supervision, takes and transcribes dictation of difficult nature involving varied vocabulary and frequent use of unusual words and expressions. Requires considerable skill, speed and accuracy. May take dictation by shorthand or machine. May also keep files, records and perform related clerical duties. Does not include bi-lingual stenography.

—Bookkeeping Machine Operator, II

Under general supervision, operates bookkeeping machine, with or without typewriter keyboard, and in addition has knowledge of bookkeeping procedures and assumes responsibility for a phase or section of the records of business transactions.

—Accounting Clerk

Under general supervision, performs generally routine work following instructions and standard procedures. Keeps customers' ledger accounts and prepares monthly statements of accounts receivable. Posts invoice data to sales sheets, petty cash entries. Assists in posting cash receipts and in other duties as assigned.

—Bookkeeper, I

Under close supervision, performs routine work, such as accounts payable, receivable, etc., and such other simple bookkeeping duties as may be assigned. Usually requires a high school graduate with little or no previous experience. Includes beginners.

—Tabulating Machine Operator, I

Under close supervision, and following routine procedures, operates sorting machine to group punched cards in proper sequence; operates printing tabulator, using pre-wired plugboards to produce required standard

tabulations. Makes various checks for accuracy of machine operation and inclusion of proper groups of cards. Usually requires training in set-up of machine.

Labor Grade VI—Secretary

Under general supervision of a major division or department head, performs office work to relieve executives of important clerical duties. Takes dictation in shorthand or by machine; transcribes notes; types draft and finished copies of correspondence, technical and non-technical reports and a variety or other written materials. Sets up and maintains files, handles incoming and outgoing telephone calls and schedules appointments. Greets visitors. Handles some incoming correspondence on own initiative when judged as not requiring dictated replies or routes such mail to others for handling. Has no supervisory responsibilities.

—Bookkeeper, II

Under general supervision, keeps a complete and systematic set of records of the business transactions of an establishment; balances books and compiles reports at regular intervals; performs incidental duties relating to above; may direct work of assistants, spot-checking completed work for errors. Advised on policy matters by accountant or company official.

—Tabulating Machine Operator, II

Under general supervision, operates all types of tabulating machines (including collator, multiplier, reproducer, summary gang punch and printing tabulator) to produce a variety of specialized tabulations. Operator must be able to wire less complex plugboards from memory and more difficult boards from wiring diagrams, and must be able to set control pins for any type of tabulation. Must be thoroughly familiar with operation of all machines.

Labor Grade VII—Accountant, I

Must have general knowledge of standard accounting procedures, forms, reports, etc. Works under supervision of "Accountant, II", performs any combination of duties similar to the following, as assigned to him by the Accountant, II: (a) analysis and interpretation of less complicated statements and reports; (b) preparation of summary accounting entries; (c) posting of general or subsidiary ledgers and records; (d) assistance in preparation of trial balances and associated reports; (e) may include supervision of Accounting Clerks.

—Traffic Clerk, I

Under close supervision, prepares tonnage statements, traces shipments, prepares claim forms, checks freight bills against rate charts, files correspondence and rate schedules.

Labor Grade VIII—Accountant, II

Must have thorough knowledge of all standard and special accounting reports, journal entries, etc. Requires broad experience in accounting. Is guided by general directions of a Chief or Senior Accountant, or accounting executive of the company who advises on major problems. Chief accountant, or accounting executive, reviews work on completion and takes ultimate responsibility. May perform any combination of duties, similar to the following: (a) analysis and interpretation of statements and reports; (b) assistance in preparation of final balance sheet and associated reports; (c) auditing; (d) may include direction of Accountant, I and Accounting Clerks.

Traffic Clerk, II

Under general supervision, handles tariff problems of extreme complexity, determining most economical means of shipping. May direct work of Traffic Clerk, I and Rate Clerks. May spot check completed work for errors.

GRIEVANCE FORM

(The grievance form on the following pages is of necessity condensed. If this sample is to be followed, additional space should be allowed for the statements of the various parties.)

GRIEVANCE FORM

(Date)

Grievance Occurred .....

Presented at First Step.....

Presented at 2nd Step.....

Presented at 3rd Step.....

Presented at 4th Step.....

.....
Employee Involved in Grievance

.....
Shop Steward Handling Grievance

Step One:
Describe Grievance:

.....
Signature of Employee

.....
Signature of Employee

Supervisor's Answer at Step One

.....
Supervisor's Signature

Settled.....Not Settled.....

(Over)

Step Two:
Statement of Dept. Head

Date.....

.....
Signature

Statement of Chief Steward

Date.....

.....
Signature

Settled.....Not Settled.....

Step Three:
Statement of Management Committee

Date.....

.....
Signed on Behalf of Management Committee

Statement of Union Committee

Date.....

.....
Signed on Behalf of Union Committee

Settled.....Not Settled.....

Step Four:
Statement of Company Labor Relations Representative

Date.....

.....
Signed

Statement of Union Representative

.....
Signed

AUTHORIZATION FOR CHECK-OFF OF DUES

TO: .....
(Company)

Date: .....

I hereby assign to Office Employes International Union, Local....., from any wages earned or to be earned by me as your employee such sums as the said Local Union may certify as due and owing from me as membership dues, including an initiation or reinstatement fee and monthly dues in such sum as may be established from time to time by said local union. I authorize and direct you to deduct such amounts from my pay and to remit same to the Union at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This assignment, authorization, and direction shall be irrevocable for the period of one (1) year from the date of delivery hereof to you, or until the termination of the collective agreement between the Company and the Union which is in force at the time of delivery of this authorization, whichever occurs sooner; and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year or for the period of each succeeding applicable collective agreement between the Company and the Union, whichever shall be shorter, unless written notice is given by me to the Company and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one (1) year, or of each applicable collective agreement between the Company and the Union, whichever occurs sooner.

This authorization is made pursuant to the provisions of Section 302 (c) of the Labor Management Relations Act of 1947, and otherwise.

....
(Signature of Employee)

.....
(Address)

SRC STAFF MANUAL
1982

HOURS OF WORK

The Council office is regularly open from 9:00 a. m. to 5:00 p. m. Monday through Friday.

SALARY PAYMENTS

The staff is paid by check on the fifteenth and the last day of the month. Whenever the fifteenth or the last day of the month falls on a Saturday, Sunday, or holiday, pay checks are written on the day preceding.

OVERTIME

The Council does not pay for overtime for professional personnel.

For other personnel, additional compensation at the individual's regular rate will be made at the next pay period. If the individual chooses, and if work schddules permit, compensatory time may be taken rather than additional pay. In either instance, a written record of the time worked and the preference of pay or compensatory time should be given to the ~~Secretary-Treasurer~~ immediately following overtime work. For all overtime work, permission must be obtained in advance from the employee's supervisor.

EXPENSES

Travel
Staff will be reimbursed for travel and actual expenses in connection with field work for the Council. Per diem in lieu of hotels, meals, tips, taxicabs, and related costs may be authorized.
Members of the Council will also be reimbursed for travel and actual expenses when attending official meetings or carrying out other duties as requested by the Executive Director or the Executive Committee.
Attached to this Manual is an SRC expense guide.

Incidental
If any member of the staff has to incur other expenses in connection with his or her official duties, the cost will be paid by the Council.

Moving
Where arranged beforehand, the Council may be responsible for moving expenses for furniture and household effects, but not personal transportation costs, for permanent employees one-way from point of origin to Atlanta. No moving expenses are paid by the Council on termination of employment.

For temporary employees, by prior arrangement, the Council may be responsible for transportation expenses to and from point of origin at the beginning and end of employment, but not moving expenses for furniture and household effects.

HOLIDAYS

The office of the Council is closed on the following holidays:

addition of Dr King's birthday

New Years Day
~~Good Friday~~ Memorial Day (May 30) ~~[illegible]~~ (See Lieut Memo 8 5/30/63 + Memo of June 5, 1963)
Independence Day
Labor Day
Thanksgiving Day and the Friday following
Christmas Day and, whenever practical, Christmas Eve.

Whenever a holiday falls on Sunday, the following Monday may be taken. Holidays falling on Saturday may be observed upon the Friday before the holiday. Other special religious holidays may be observed by persons upon authorization.

VACATION AND SICK LEAVE

General: Each employee of the Council who is serving in a permanent status earns both vacation and sick leave at the rate of one and one-half work days for each full month of service. Vacation and sick leaves are not granted to temporary employees. A temporary employee who subsequently is employed on a permanent basis will be credited with any accumulated vacation or sick leave he may have accrued from the date of first employment.

Records are kept by the Secretary-~~Treasurer~~ to the Director of all absences from the office on work days. A specific form is provided for this purpose. The individual employee, not the Secretary-~~Treasurer~~, is responsible for presenting written records of all absences on the first day of work following any absence. No charge will be made against vacation for absences on holidays, Saturdays, Sundays, or other non-work days.

An employee who is absent from the office on official business, or who is taking prearranged compensatory time, is not considered on leave.

Vacation: Employees of the Southern Regional Council may take vacation at any time that will least interfere with the efficient operation of the office. Requests for leave of any duration should be made in writing in advance to the employee's immediate supervisor and if approved, should be forwarded to the Secretary-Treasurer. Requests for leave of more than two days should, if at all possible, be made in writing at least 10 days ahead. This will allow time for securing approval.

Revised, August 1965

If not taken, vacation may accumulate up to 24 work days, and if an employee resigns or is asked to resign, he or she will be paid for his accrued leave up to the maximum of 24 days, at his or her current rate of pay.

An employee who has accrued 24 days leave may take vacation during any year for a number of days which does not exceed the days earned during his or her current year of employment, or the days over 24 he or she has accrued, whichever is lesser, without having these days deducted from his or her 24 day accrual.

No vacation time or salary to be earned following vacation is advanced under any circumstances.

When employment is terminated, if accurate and full records are not on file, no accrued leave will be paid.

SICK LEAVE with pay is allowed whenever an employee is incapacitated due to sickness, injury, or when some member of his immediate family has a contagious disease, is seriously ill, or dies.

Notification of absence on account of sickness shall be given as soon as possible on the "Record of Leave" form provided.

How many work days

Sick leave may accumulate up to a total of 40 days. Untaken sick leave beyond this total is forfeited.

If an employee has a serious illness which keeps him away from the office for a period of time beyond the sick leave accrued to his credit, the Executive Director may approve either of the following plans:

(1) Leave without pay, after all accumulated sick leave and vacation are exhausted.

apply Vacation

not more than 90 work days

(2) Sick leave advanced, up to 20 work days, with the understanding that the employee will remain with the Council until sick leave has been earned, or that adjustment will be made in final salary.

Rep

When sickness occurs within a vacation period, the period of illness may, upon written authorization, be charged to sick leave, and the charge against the vacation reduced accordingly. Applications for substitution of sick leave for vacation shall be made immediately after the expiration of the vacation period.

When an employee resigns, all accrued sick leave is forfeited at the time of resignation.

~~When an employee resigns, all accrued sick leave is forfeited at the time of resignation.~~

Maternity Leave: In cases of maternity leave, the Executive Director may grant leave of absence without pay for a period not to exceed eight months after all accrued sick leave and vacation have been taken.

Leave Without Pay: Leave without pay, for reasons other than sick leave, may be granted with approval of the Executive Director.

An employee returning from leave of absence without pay will be credited with any accumulated sick leave he had accrued when granted leave of absence.

Termination of Employment: If an employee resigns his position with the Southern Regional Council, a minimum notice of two weeks will be expected; if it is necessary to reduce staff, the employee laid off will be given at least two weeks notice. In instances of dismissal, where it seems advisable for the employee to leave immediately, he will be paid for the notification period.

As stated above, an employee whose services are terminated voluntarily or involuntarily will be paid for all of his accrued vacation at the time of his leaving. Any accrued sick leave is forfeited.

OTHER MATTERS

Where questions arise on any items not covered in this manual, the employee is invited to discuss them with the Executive Director. No information pertaining to official policy should be accepted from persons other than the Executive Director or his authorized representative.

file: Adminstration Committee

E Via copy

May 5, 1969

M E M O R A N D U M

TO: Thad Olive

FROM: Emory F. Via

After consulting the members it has been decided that the Administration Committee will meet Thursday afternoon, May 8, at 4:00 p.m. The meeting will be in the Conference Room.

Emory F. Via
Temporary Convenor

EFV/km

Sent to:
Thad Olive
Ruth Vick
Ruth Howard
Jesse Hinton
Doris Reep
Emory Via

5-12-69

Glenda:

Some arrangement should be made for extension of days to carry until Insurance takes over.

MEMORANDUM May 9, 1969

To: The Administrative Committee
c/o Mrs. Ruth Howard, ~~Chairman~~

From: Paul Anthony

The sick leave statement in the Manual raises first the question of an improved record-keeping system. This relates, of course, also to vacation records. Presumably, we will soon have an insurance policy that will pay to age 65 a percentage of an indivdual's salary in the event of extended illness. This provision would go into effect after 90 days. Therefore, some provision should be made for an employee who has been here long enough to have salary paid for 90 days. Since a person may accumulate 24 days of vacation, I think the Committee should recommend a revision that would allow an employee to accumulate up to 66 days of sick leave. (In practice, I would hope any SRC employee ~~would~~ should he or she be disabled would receive full salary until insurance begins, but I think we should make it official to cover at least those who have been here for a period of years.)

Since a number of us have been required to take physicals, we may have to look for another policy if everyone cannot be covered . Therefore, while I think you should act on this, we should not make it official until we have confirmed our new insurance program.

5/12/69

MEMORANDUM

TO: THE ADMINISTRATIVE COMMITTEE

FROM: JANET SHORTT

RE: RECOMMENDED CHANGES FOR SICK LEAVE CLAUSE IN MANUAL

I think sick leave should be accumulative up to 90 days, in lieu of the presently stated 48 days, and all over this be forfeited.

There was a case some time back when an employee became ill and was paid her salary for a long period of time (far beyond the accumulated sick leave) and presumably on "borrowed sick leave." This employee never returned to work, and therefore was unable to pay back the leave advanced.

If an employee can accumulate up to three months (actually earning this time), and if there comes a time when it is needed, it is there, and it would be fairer to both the employee and the Council.

Am I correct in assuming the insurance takes up coverage after an employee has been out ill for longer than three months? If so, it would easily take up where the leave ends more smoothly.

The Administrative Committee would appreciate your written recommendations for any changes you wish to be made in the "sick leave" clause of the Manuel. The following is a copy of the wording as it now stands:

Ruth Howard

SICK LEAVE with pay is allowed whenever an employee is incapacitated due to sickness, injury, or when some member of his immediate family has a contagious disease, is seriously ill, or dies.

Notification of absence on account of sickness shall be given as soon as possible on the "Record of Leave" form provided.

Sick leave may accumulate up to a total of 48 days. Untaken sick leave beyond this total is forfeited.

If an employee has a serious illness which keeps him away from the office for a period of time beyond the sick leave accrued to his credit, the Executive Director may approve either of the following plans:

(1) Leave without pay, after all accumulated sick leave and vacation are exhausted.

(2) Sick leave advanced, up to 20 work days, with the understanding that the employee will remain with the Council until sick leave has been earned, or that adjustment will be made in final salary. at the discretion of the director

When sickness occurs within a vacation period, the period of illness may, upon written authorization, be charged to sick leave, and the charge against the vacation reduced accordingly. Applications for substitution of sick leave for vacation shall be made immediately after the expiration of the vacation period.

When an employee resigns, all accrued sick leave is forfeited at the time of resignation.

60 90 up to 65 after 90 days

Maternity Leave: In cases of maternity leave, the Executive Director may grant leave of absence without pay for a period not to exceed eight months after all accrued sick leave and vacation have been taken.

I don't agree that an employee should have to forfeit any sick leave accumulated after 40 days. One employee who had never used sick leave and accumulated more than 40 days, was out of the office (due to illness) for longer than 40 days. She was allowed as much time as needed - which is as it should be.

Susan Morgan

BEST COPY AVAILABLE

Ruth Howard

E. Via

MEMORANDUM June 19, 1969

To: The SRC Staff

From: Paul Anthony

-o-

Yesterday I asked the members of the Administrative and Program Committees to proceed with their work as soon as possible, and to give me at least a first report no later than June 30. Following Saturday's meeting it is obvious that the staff continues in a most serious crisis, and we cannot move too promptly to attempt to resolve that crisis. Toward that end I plan to do two things:

(1) completely overhaul staff procedures and practices towards two ends of greater efficiency; more clearly spelled out systems, schedules and responsibilities and, establish these procedures with substantially more uniformity than is now present. Towards these ends I anticipate substantial help from the staff committees. (A special committee of the Executive Committee will be appointed this week to work with me and the staff committees.)

In the brief interim, before these formal changes are made, it is essential that every person on this staff pay particular attention to performing his or her job. These last weeks have cost the Council dearly at a time when we needed to have been operating with maximum, not minimum, effectiveness. I note, indeed share, the emotional stress which is reducing the ability of many of us to produce, but this must be fought and overcome.

(2) During my fourteen years here I have never seen a period when there was as much emotion, and as much misunderstanding and as much consciousness of race. We stand in danger of devouring ourselves. Although it will undoubtedly take much time to resolve the emotions, misunder-

standings, the hurts, we will move with all speed in providing the procedures for doing so. After much reflection, I recognize that greater firmness, with complete impartiality on my part, will expedite these changes and is essential if we are to attain the time needed. In doing this, I operate with the full authority of the Executive Committee and the Council to administer the affairs of this organization.

-o-

P.G.

June 27, 1969

MEMORANDUM

TO: THE ADMINISTRATIVE COMMITTEE

FROM: GLENDA BARTLEY

RE: JOB DESCRIPTION - RESEARCH ASSISTANT

The Research Assistant ideally would devote at least half of a workday to reading, categorizing, and clipping newspapers and magazines, and filing newsclips and materials. The other portion of time should be devoted to answering requests for information for SRC staff members and for people outside the organization. The Research Assistant is responsible for informing the Director of Research and the Research Associates of regional trends and developments and for assisting the Director of Research and the Research Associates in providing accurate, reliable information. The job is a responsible one which provides opportunity for acquiring knowledge about the South and the chance to develop writing and other skills.

For additional duties, see memo to the Administrative Committee from Barnetta Jackson outlining recommendations and duties to the Administrative Committee.

GB:js

P. G.

June 27, 1969

MEMORANDUM

TO: THE ADMINISTRATIVE COMMITTEE

FROM: GLENDA BARTLEY

RE: JOB DESCRIPTION - RESEARCH ASSOCIATE

The primary responsibility of the research associate is knowledgeability. The second responsibility is creativity. The third responsibility is the categorizing and clipping of newspapers. The Research Associate reads, marks, and clips newspapers for two reasons: the first and most important reason is to become informed about matters of interest to SRC, with the implied responsibility to use such information to write articles and reports to be published by SRC or to be submitted to other publications, and to call the attention of the Director of Research regional trends and developments. Thus the reading of newspapers becomes a tool for acquiring knowledge, the clipping a secondary function. The fourth responsibility of the Research Associate is to reply to requests for information both from within and without the SRC structure. In so doing it is to be expected that the Research Associate would maintain SRC's reputation with the media -- a reputation based on accuracy and honesty.

Therefore, the most general description of the Research Associate might be simply "regional resource person."

GB:js

PG.

June 27, 1969

MEMORANDUM

TO: THE ADMINISTRATIVE COMMITTEE

FROM: GLENDA BARTLEY

RE: JOB DESCRIPTION - DIRECTOR OF RESEARCH

The primary responsibility of the Director of Research is to initiate and coordinate research projects. Within the framework of this responsibility there are several related responsibilities: to keep up with events in the South in order to know regional trends and developments, to mark changes in regional patterns; to provide SRC staff members with information useful to their projects; to inform the editor of SRC publications of events or research projects which might lend themselves to NEW SOUTH articles or special reports; to maintain a working knowledge of the efforts of scholars in fields of interest to SRC; to maintain contacts with as many scholars as possible (both as potential contributors to SRC publications and as sources of information and outlets for SRC publications); to maintain SRC's reputation with the media; to maintain contacts with influential members of the media; to do as much writing as possible, both for SRC and other publications.

In order to fulfill the above responsibilities, the Director of Research must coordinate the research efforts, the newspaper clipping and filing activities, and other activities of the Associate and Assistant Researchers, the file clerk, and such of the Administrative Secretary's duties which directly relate to the Research Department. The Director of Research must also provide the Director of the Southern Regional Council with a

semi-annual report on activities of the department.

In order to be informed about the South, the Director of Research must read (but not clip, for other responsibilities simply preclude spending time in this manner) at least one national newspaper (in this case, the New York Times) and, cursorily, several state papers. The Director also must be familiar with new publications of all sorts; books, pamphlets, magazine articles, occasional papers, dealing with areas of interest to SRC.

GB:js

July 1, 1969

M E M O R A N D U M

TO: Ruth Vick
Ruth Howard
Thad Olive
Doris Reed
Jesse Hinton

FROM: Emory F. Via

- - - -

When were we to have shared the materials going into the office manual? I would be happy to see them.

EFV/km

September 22, 1969

M E M O R A N D U M

TO: All Members of SRC Staff

FROM: Paul Anthony, Executive Director

RE: Staff meeting Tuesday, September 23, 1969

- o -

I have been asked by the staff Administrative Committee to call a meeting of the staff for Tuesday, September 23 at 10:00 a.m.

The purpose of the meeting is to discuss the Committee's proposal for a grievance procedure for our staff. The meeting will be chaired by Emory Via as Chairman of the Administrative Committee.

A copy of the proposed procedure is attached.

PA/km

Attachment

Proposal from the SRC Staff Administrative Committee for a Grievance Procedure for the Employees of SRC

STEP ONE

When a dispute involving working relations arises, the complaining employee may take his grievance to his immediate supervisor within three days of the employee's knowledge of the grievance. The grievance may be presented orally or in writing. An answer shall be given the employee within three working days. The time limits may be extended where the press of travel or business may require. Such extension should not exceed 10 working days.

STEP TWO

If the reply at Step One is unsatisfactory, the complaining employee may submit a written statement of the grievance to the Executive Director or his assistant within five working days of receiving the Step One answer. The Director shall get from the complaining employee's supervisor a written response to the grievance. An answer to the grievance shall be given in writing within five working days of its receipt unless travel schedules or the press of business requires a reasonable extension.

STEP THREE

If the grievance is not resolved, employee will submit the grievance in writing to the Staff Grievance Committee within five working days. The Grievance Committee will be composed of three members of the staff elected by the staff by secret ballot.* This Committee will have advisory powers only. The Committee will advise the Executive Director who then will make a further determination in the case. A copy of the Committee's recommendation will be given to the complaining employee. The Committee's response to the Director shall be within five working days. The time limits in this step may be extended for a reasonable time by mutual agreement or if the press of travel

or business may require it.

STEP FOUR

If the grievance is not resolved after Step Three it shall be forwarded to the Personnel Committee for action at their next scheduled meeting. The employee's statement of the case, the Grievance Committee's response, and the final determination made by the Director shall be sent to the Personnel Committee. A written answer from the Personnel Committee shall be forwarded to the Director, the complaining employee, and the Grievance Committee within a reasonable time after their meeting. The decision of the Personnel Committee shall be final and binding.

Records

The complete written record of all grievances shall be maintained in the office of the Executive Director.

---

*The initial Grievance Committee will serve for six months at which time its work and this procedure will be subject to review and a new committee elected for such period of time as the staff may designate. Although a meeting on the grievance and a proposed settlement may be made by any two members when it is impossible for all three members to meet, the proposal shall become final only after the third member has considered it.

Atris Cam

October 20, 1969

M E M O R A N D U M

TO: SRC Staff

FROM: Administrative Committee

RE: Results of Final Run-Off (at last) for Alternate to Grievance Committee

- o -

Art Campbell has been elected as the Alternate to the Grievance Committee.

The results were:

Art Campbell	18
Ruth Howard	8

EV/km

October 30, 1969

M E M O R A N D U M

TO: Executive Committee, Southern Regional Council and especially the Personnel Committee

FROM: SRC Staff Administrative Committee: Jesse Hinton, Ruth Howard, Doris Reed, Charles Rooks, Emory Via (Chairman), Ruth Vick

RE: Staff adopted grievance procedure and election of staff grievance committee.

- o -

Enclosed is a copy of the grievance procedure adopted by the SRC staff which became effective with the election of a grievance committee on October 20, 1969. The procedure and committee will be operative for six months and then subjected to review.

The election of the committee was by secret ballot. A majority vote was required for election. There were run-off elections to insure each member of the committee was selected by a clear majority of the staff. The members of the committee are: Mrs. Mildred Johnson, Mr. John Lewis, Mrs. Nobbie Morgan; the alternate member is Mr. Art Campbell.

We would be pleased to answer any inquiries regarding these matters.

EV/km

Enc. - 1

EV

SRC STAFF MANUAL

1969

HOURS OF WORK

The Council office is regularly open from 9:00 a.m. to 5:00 p.m. Monday through Friday.

SALARY PAYMENTS

The staff is paid by check on the fifteenth and the last day of the month. Whenever the fifteenth or the last day of the month falls on a Saturday, Sunday, or holiday, pay checks are written on the day preceding.

OVERTIME

The Council does not pay for overtime for professional personnel.

For other personnel, additional compensation at the individual's regular rate will be made at the next pay period. If the individual chooses, and if work schedules permit. Compensatory time may be taken in lieu of additional pay. In either case, a written record of the time worked and the preference of pay or compensatory time should be given to the Secretary-Treasurer immediately following overtime work.

EXPENSES

Travel

Staff will be reimbursed for travel and actual expenses in connection with field work for the Council. Per diem in lieu of hotels, meals, tips, taxicabs, and related costs may be authorized.

Members of the Council will also be reimbursed for travel and actual expenses when attending official meetings or carrying out other duties as requested by the Executive Director or the Executive Committee.

Incidental

If any member of the staff has to incur other expenses in connection with his or her official duties, the cost will be paid by the Council, if permission is obtained prior to incurring the expense.

Moving

Where arranged beforehand, the Council may be responsible for moving expenses for furniture and household effects, but not personal transportation cost, for permanent employees one-way from point of origin to Atlanta. No moving expenses are paid by the Council on termination of employment. For temporary employees, by prior arrangement, the Council may be responsible for transportation expenses to and from point of origin at the beginning and end of employment, but not moving expenses for furniture and household effects.

HOLIDAYS

The office of the Council is closed on the following holidays:

1. New Year's Day
2. Martin Luther King's Day
3. Memorial Day
4. July 4th
5. Labor Day
6. Thanksgiving Day and (7) the following Friday
(8) ~~7.~~ Christmas Day

Whenever a holiday falls on Sunday, the following Monday may be taken. Holidays falling on Saturday may be observed upon the Friday before the holiday. Other special religious holidays may be observed by persons upon authorization.

VACATION AND SICK LEAVE

Each employee of the Council who is serving in a permanent status earns both vacation and sick leave at the rate of one- and one-half work days for each full month of service. Vacation is not granted to temporary employees. However, temporary employees may earn one-half day a month sick leave. A temporary employee who subsequently is employed on a permanent basis will be credited with any accumulated vacation or sick leave he may have accrued from the date of first employment.

Records are kept in the office of the Executive Director of all absences. A form is provided for this purpose.

The individual employee is responsible for presenting written records of all absences on the first day of work following any absence. The person will turn these slips over to the secretary of their department or persons appointed by the executive assistant. The secretaries or appointed person will then turn these forms over to the secretary to the Executive Director to be filed in a permanent folder.

An employee who is absent from the office on official business, or who is taking pre-arranged compensatory time is not considered on leave.

Vacation.--Employees of the SRC may take vacations at any time that will least interfere with the efficient operating of the office. Request for leave of any duration should be made in writing in advance to the employee's immediate supervisor and if approved, should be forwarded to the secretary to the Executive Director.

Requests for leaves of more than two days should, except in case of emergency, if at all possible, be made in writing at least 10 days ahead. This will allow time for securing approval. Any day off such as sick leave, vacation, compensatory time off must be designated

If not taken, vacation may accumulate up to 24 work days and if an employee resigns or is asked to resign, he or she will be paid for his accumulated leave up to a maximum of 24 days at his or her current rate of pay. Council recognizing benefit of vacation will require employees to take

Vacation. Cont'd.

An employee who has accrued 24 days leave may take vacation during any year for a number of days which does not exceed the days earned during his or her current year of employment, and the days over 24, he or she has accrued, whichever is lesser, without having these days deducted from his or her 24 day accrual.

No vacation time or salary to be earned following vacation is advanced under any circumstances.

If an employee is more than one-half hour late coming to work or coming from lunch, he or she should fill out a time slip for this, for this is considered part of the vacation or sick leave. The same if the employee leaves the office early.

If any employees fail to turn in leave slips for time used for sick or annual leave, it should be the responsibility of the appointed individual, such as the secretary of the department, to fill out the slips for the individual and turn them into the Executive Director's secretary. In view of this, it should also be the responsibility of each person to keep his immediate supervisor, the appointed individual, or the secretary informed of late arrivals, early departures, and lunch hours for accurate record-keeping.

When employment is terminated, if accurate and full records are not on file, no accrued leave will be paid.

Sick Leave

Sick leave will be determined pending the outcome of the insurance policy.

DRAFT Sections for Office Manual - 1969

Professional Staff - Leave

Members of the professional staff shall accumulate annual and sick leave at the rate of one and one-half days per month. All days of leave taken shall be reported in the same manner as required by other members of the staff. The limitation as to the number of annual leave days which can be accumulated (24) shall apply to all staff.

It is recognized that the professional staff frequently is called upon to put in extra hours of work through travel, weekend and evening assignments, writing, and telephoning. Usually, these working hours are not put in at the office. It is not the intention of the Council to provide compensatory time off for professional staff for hours worked beyond those recognized as normal office hours.

However, it is recognized that professional staff will from time to time have need to recover some of these extra hours for personal reasons. This practice is not discouraged within reasonable limits. When professional staff does take such time off it should be so reported and marked as "compensatory time off" for convenience of record keeping despite the above provision that generally "extra" hours are not subject to compensatory time off.

Notice when away from office

It is the responsibility of those who travel or are otherwise away from the office to keep the appropriate secretary informed as to dates, places, and how the individual may be reached while out of the office. It is recognized that on rare occasions such notification will be a practical impossibility.

SOUTHERN REGIONAL COUNCIL EXPENSE GUIDE

The following requirements and suggestions are given as a guide for SRC staff and others who incur expenses to be paid by the Council. The guide is not established to create severe restrictions or to curtail efficiency. Rather it is a reminder of our responsibility to use the funds available as effectively as possible.

TRAVEL:

Automobile: Reimbursed at the rate of $0.10 per mile. This amount includes all travel costs related to the use of the automobile except items as parking and tolls. Private automobiles should not be used unless common carriers would be more costly or not available or would not permit fulfillment of duties.

Air: Tourist accommodations whenever possible. Except in unavoidable circumstances, first class fares will not be paid between points where frequent tourist service is available.

Train: Coach accommodations on short and day trips. Minimum adequate Pullman accommodations for overnight travel.

Bus: For short trips, bus schedules should be checked. Frequently these schedules are as convenient, and no more time consuming, than available air schedules.

Airport Limousine: Should be used whenever it provides adequate transportation rather than taxicabs.

Auto Rentals: Should be used as little as possible. Except for those persons with SRC auto rental credit cards, this service should never be used without prior permission.

Hotels: Reservation requests should always stipulate, "minimum available rate." Generally, room service charges, laundry, and like expenses will not be honored.

Taxicabs: Please use this service as sparingly as possible. However, note that heavy use of taxicabs where necessary is often cheaper than car rental.

Meals: No set formula. Generally, $2.00 for breakfast, $2.50 for lunch, and $4.00 for dinner are considered maximum-adequate amounts. It is recognized that costs in, e.g., New York may be somewhat higher and those in a small southern town or city may be somewhat lower.

OTHER:

Travel costs or any portion thereof for spouses are not honored.

Hotel bills, tickets, and other available supporting data should always be submitted with expense accounts.

~~Entertainment of others is not encouraged.~~

Requests for reimbursement of expenses should be made on the regular SRC expense form. If this is not convenient, the request should indicate the purpose, destination, and date(s) expenses were incurred and similar information. Where practical requests for expense reimbursement should be made immediately after the trip in which the expenses were incurred. In no case should such requests be accumulated over a long period of time except as worked out with the Secretary-Treasurer.

Travel advances are available on request to the Secretary-Treasurer.

The Council does not especially encourage entertainment expenses. Entertainment expenses incurred solely by a Council staff person(s), unrelated to travel or other official obligations will not be paid. Where a staff person incurs legitimate entertainment expenses, in and out of town, he shall report the names of other persons entertained.

The Council extends the privilege, as a matter of convenience, to staff members holding credit cards to use them to charge expenses which will be reimbursed by other persons or organizations where the amount involved is closely related to the Council's interests. In all such cases, the Council must be promptly reimbursed for all such expenses whether the payment from the outside agency is in the form of reimbursed expenses or honorarium in lieu of expenses.

A SUGGESTED GRIEVANCE PROCEDURE FOR THE EMPLOYEES OF SRC

STEP NUMBER ONE

of employees knowledge of that grievance

Employee will take up grievance with his immediate supervisor within three days. [A reply should be given within three working days.

STEP NUMBER TWO

If the grievance has not been resolved / either side if

Employee will take grievance up ~~with a representative~~ of ~~the Council, preferably the~~ Personnel Director or the Executive Director, ~~within a week if he has not had a reply.~~

~~the employee's unsatisfactory~~

~~in steps one~~

STEP NUMBER THREE

Advisory

Employee will take grievance up with the Council's Grievance Committee, whose membership will be composed of three members elected by the staff.

Recs of Com & Dir go to Personnel Committee

Non Paid Take out of Administrative Personnel Board

STEP NUMBER FOUR

Take grievance to Personnel Committee. [~~If you get no results ask for hearing with Executive Committee.~~] (?)

[at next ~~not agreed to~~ scheduled meeting

While assured there will be conversations, written record of complaints & answers protect both sides of the

~~APPEAL~~ STEPS

WRITTEN RECORD

GRIEVANCE PROCEDURE

(a) Expeditious Filing of the Grievance (File your grievance and expect answer from your supervisor within one week or ask for hearing.
(b) Hearing - Additional information from employee
(c) Arbitration

Clause on: SRC's Functions

Obligation to New Employees — 30 days [Supervisor will fill in review form & discuss with employee

(a) Probationary Period
(b) Staff Manual
(c) Job Description

Obligation to Present Employees

(a) No discrimination due to Sex and Race
(b) Promotions
(c) Inter-Department Transfers
(d) Special Training

Hard Statement of dismissal Voluntary Terminations until grievance settled, request for out directed transfer

Election of Personnel Committee

One week after acceptance of manual entire staff vote on 6 the six highest will be used to vote for 3

~~If an~~

In the case of a dismissal of an employee

4M—6-61 Form #M-018

PROGRESS REVIEW FORM

Date_____ For Rating of Employee After Three Month's Service

Employee's Name_____ Department_____

Job_____ Start Date_____ Starting Pay Rate_____

To Supervisor or Department Head: Please rate the employee indicated above on the points listed below. After rating him, make a decision in regard to discharge, referral to Personnel for possible reassignment, deferment of raise, normal raise, or above average raise. After approval of the raise (if a raise is recommended), call in the employee and discuss his progress on the job. Point out his strengths and weaknesses. Attempt to help him to understand how he can improve. Tell him of your decision in regard to a raise and how much. Return this completed form to the Personnel Department, along with a payroll change order if a raise is given.

Factor	Poor	Borderline	Average	Above Average	Good or Excellent
Grasp of Job Duties	Just doesn't understand	Having some difficulty	Reasonably good understanding	Quickly caught on to duties	Fully understands duties and their importance
Job Performance	Sloppy, Inadequate	Not up to Par	Average for others after 3 months	Good, steady performer	Better job than many after 6 months
Attitude	Negative "Griper"	Not fully cooperative in all elements	Willing to put forth reasonable effort	Goes beyond minimum requirements	Cooperative, willing to try anything
Relations with Others in Dept.	Withdrawn or aggravating	Some friction	Reasonably good relations	No conflict	Fits in well
Desire to Learn	None	Little	Desire to learn own job	Interested in entire department's operation	Wants to understand whole company operation
	(A)	(B)	(C)	(D)	(E)
Overall Rating	Inadequate, probably will never learn	Ultimate ability questionable, having difficulty	Making reasonable progress	Better than average progress	Virtually fully qualified already, still improving

Action decided on (check one)

_____ (A) Discharge or possible reassignment (call Personnel Department).

_____ (B) Deferment of raise three months.

_____ (C) (D) "Normal" raise of $_____ initiated (see merit increase schedule).

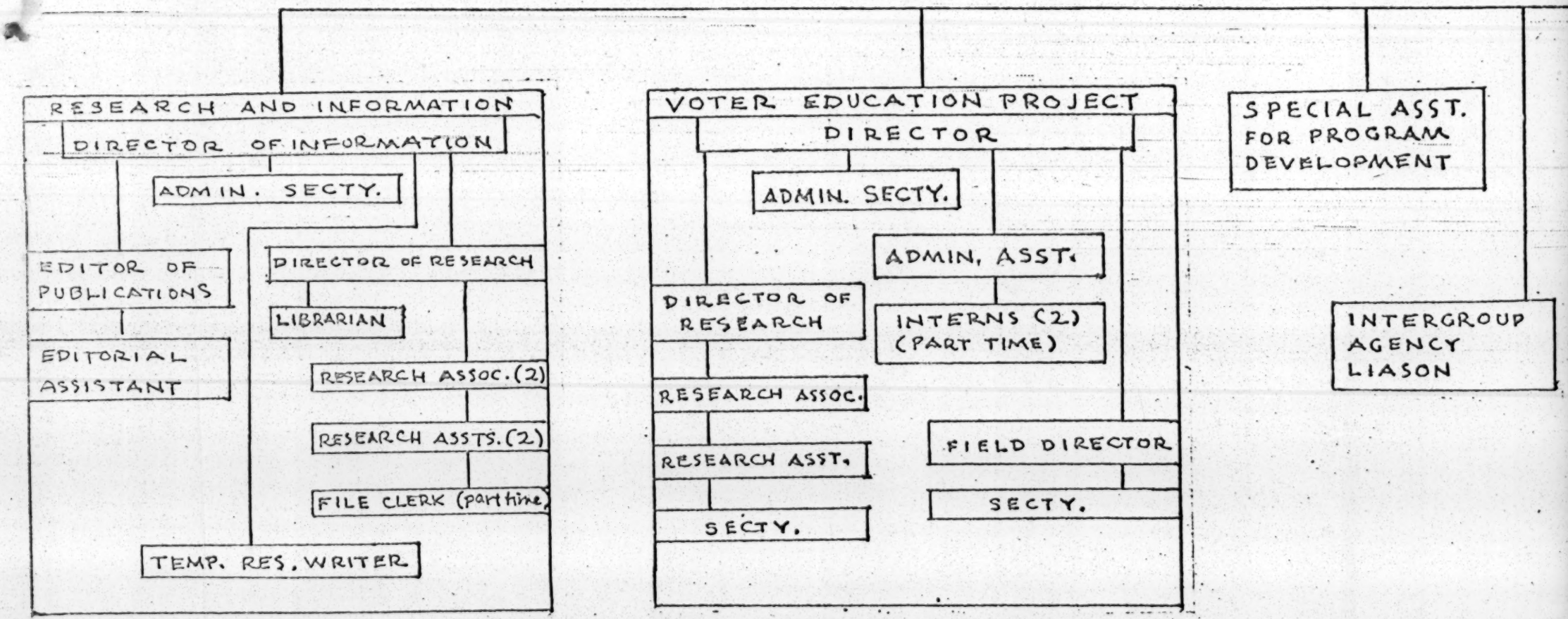
_____ (D) (E) "Above Average" raise of $_____ initiated (see merit increase schedule).

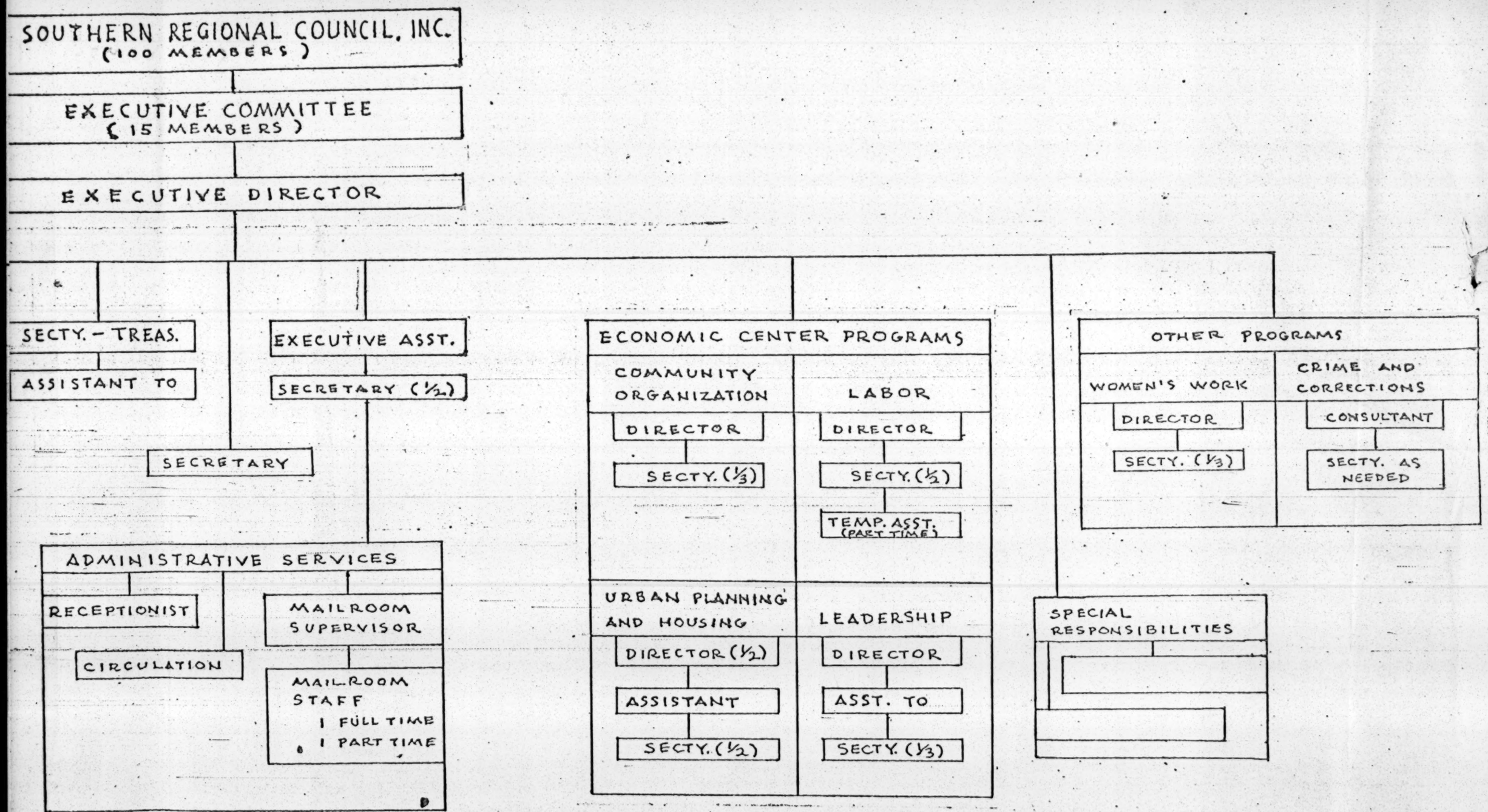
Employee's status and progress discussed with him on_____(date).

Note: If raise is given, complete a payroll change order to accompany this form.

Signature_____

Department Head or Supervisor Completing Form


RESEARCH AND INFORMATION
DIRECTOR OF INFORMATION
ADMIN. SECTY.
EDITOR OF PUBLICATIONS
EDITORIAL ASSISTANT
DIRECTOR OF RESEARCH
LIBRARIAN
RESEARCH ASSOC. (2)
RESEARCH ASSTS. (2)
FILE CLERK (part time)
TEMP. RES. WRITER
VOTER EDUCATION PROJECT
DIRECTOR
ADMIN. SECTY.
ADMIN. ASST.
INTERNS (2) (PART TIME)
DIRECTOR OF RESEARCH
RESEARCH ASSOC.
RESEARCH ASST.
SECTY.
FIELD DIRECTOR
SECTY.
SPECIAL ASST. FOR PROGRAM DEVELOPMENT
INTERGROUP AGENCY LIASON


SOUTHERN REGIONAL COUNCIL, INC.
(100 MEMBERS)
EXECUTIVE COMMITTEE
(15 MEMBERS)
EXECUTIVE DIRECTOR
SECTY. - TREAS.
ASSISTANT TO
SECRETARY
EXECUTIVE ASST.
SECRETARY (1/2)
ADMINISTRATIVE SERVICES
RECEPTIONIST
CIRCULATION
MAILROOM SUPERVISOR
MAIL ROOM STAFF
1 FULL TIME
1 PART TIME
ECONOMIC CENTER PROGRAMS
COMMUNITY ORGANIZATION
DIRECTOR
SECTY. (1/3)
LABOR
DIRECTOR
SECTY. (1/2)
TEMP. ASST. (PART TIME)
URBAN PLANNING AND HOUSING
DIRECTOR (1/2)
ASSISTANT
SECTY. (1/2)
LEADERSHIP
DIRECTOR
ASST. TO
SECTY. (1/3)
OTHER PROGRAMS
WOMEN'S WORK
DIRECTOR
SECTY. (1/3)
CRIME AND CORRECTIONS
CONSULTANT
SECTY. AS NEEDED
SPECIAL RESPONSIBILITIES

AUGUST

1969

SURVEY NO.

87

Admin Committee

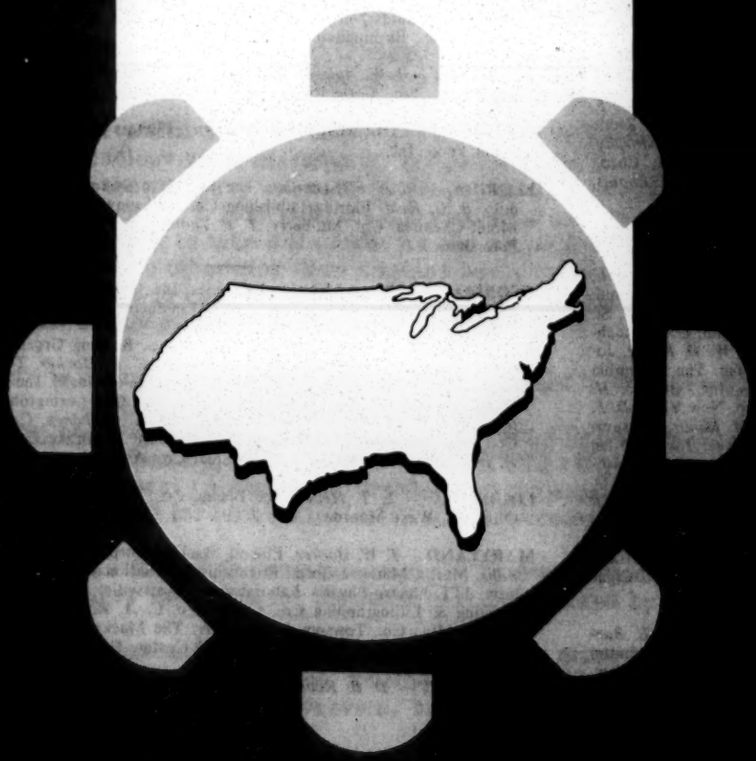
FRINGE BENEFIT PRACTICES

Labor Program
Southern Regional Council, Inc.

Personnel

Policies

Forum®



BNA

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2/24/70 mtg.

Davis R. (No)

Jesse Hinton

Ruth Vick (No)

Ruth Howard

Charles Poole (No)

Emory Via

administrative atty.

File: Admin Com -

March 31, 1970

MEMORANDUM

TO: Members of the Staff Administrative Committee

Ruth Vick
Charles Rooks
Jesse Hinton
Ruth Howard
Doris Reed

FROM: Emory F. Via

- o -

The grievance procedure is due to be reviewed on or around April 20th. I would like for each member of the Administrative Committee to think about what changes they would suggest in the procedure. Also, should I send a note at this time to all members of the staff asking them to make suggestions to us. Would it not be helpful to have all such suggestions possible in advance of a general staff meeting of the subject? I am also sending a reminder to Paul Anthony about the need for a staff meeting on the adoption of a staff manual.

EFV/km

file copy

April 15, 1970

M E M O R A N D U M

TO: Administrative Committee
Ruth Vick, Charles Rooks, Jesse Hinton,
Ruth Howard, Doris Reed

FROM: Emory F. Via, Director
Resources Development Center

- o -

We will meet Friday, April 17, at 11:00 a.m. in the Conference Room. Please take the time to look at the grievance procedure, think about it, and if you know of anyone who has criticisms to talk with them before our meeting.

We will need to either suggest the continuation of the procedure, its modification, or its abandonment.

I personally feel that we need to set some new ground rules as to who is eligible to serve on the Grievance Committee if it is to be continued.

EFV/km

Emory F. Via Job Description, Director, Labor Program

The director is expected to keep abreast of labor education activities in the region and especially those which concern racial matters and the economic and social development of the South. He participates in such programs as consultant, program organizer, teacher.

He organizes labor education programs for unions and participates in programs which they have organized.

He maintains relations with the National AFL-CIO, especially its departments of Civil Rights and Education. He keeps contact with the state AFL-CIO's within the region. Similarly he is in touch with national union education or civil rights departments and the regional offices of national unions.

He encourages the idea of labor education and the development of labor education programs with unions, universities, and appropriate other agencies.

He gives programatic expression to the Council's interest in equal employment opportunity through cooperation with other agencies (public and private), through suggestions of new programs, by helping develop new approaches to employment which may be turned over to other agencies or emulated by them.

He cooperates with researchers and journalists with special interests in union related matters, manpower problems, and employment opportunity. He encourages research and investigation in special facets of these matters.

He supervises a parttime secretary and occasional part-time research or field assistant.

He reports as required to the Executive Director.

He participates in the deliberations of the Economic Center.

He attends the meetings of the Executive Committee and the Annual Meeting.

He attends professional meetings and other conferences related to his duties and areas of professional responsibility.

He cooperates with other programs of the Council as consultant, program participant, and in other ways when requested.

He reads and marks selected national publications for the Labor Program and other files. He reads and marks selected professional and union journals related to the interest of the Labor Program.

Each employee of the Council who is serving in a permanent status earns both vacation and sick leave at the rate of one-and-one-half work days for each full month of service. Vacation is not granted to temporary employees. However, temporary employees may earn one-half day a month sick leave. A temporary employee who subsequently is employed on a permanent basis will be credited with any accumulated vacation or sick leave he may have accrued from the date of first employment.

Records are kept ~~by~~ in the office of the Executive Director of all absences from the office on work days. A special form is provided for this purpose.

The individual employee is responsible for presenting written records of all absences on the first day of work following any absence. The person will turn these slips over to the secretary of their department or persons appointed by the executive assistant. The secretaries or appointed person will then turn these forms over to the secretary to the Executive Director to be filed in a permanent folder.

An employee who is absent from the office on official business, or who is taking pre-arranged compensatory tims is not considered on leave.

Vacation.--Employees of the SRC may take vacations at any time that will least interfere with the efficient operating of the office. Request for leave of any duration should be made in writing in advance to the employee's immediate supervisor and if approved, should be forwarded to the secretary to the Executive Director.

Requests for leaves of more than two days should, if at all possible, be made in writing at least 10 days ahead. This will allow time for securing approval.

If not taken, vacation may accumulate up to 24 work days and if an employee resigns or is asked to resign, he or she will be paid for his accumulated leave up to a maximum of 24 days at his or her current rate of pay.

An employee who has accrued 24 days leave may take vacation during any year for a number of days which does not exceed

the days earned during his or her current year of employment, and the days over 27, he or she has accrued, whichever is lesser, without having these days deducted from his or her 24 day accrual.

No vacation time or salary to be earned following vacation is advanced uner any circumstances.

When employment is terminated, if accurate and full records are not on file, no accrued leave will be paid.

If an employee is more than one-half hour late coming to work or coming from lunch, he or she should fill out a time slip for this, for this is considered part of the vacation or sick leave. The same if the employee leaves the office early.

If any employees fails to turn in leave slips for time used for sick or annual leave, it should be the responsibility of the appointed individual, such as the secretary of the department, to fill out the slips for the individual and turn them into the Executive Director's secretary. In view of this, it should also be the responsibility of each person to keep his immediate supervisor, the appointed individual, or the secretary informed of late arrivals, early departures, and lunch hours for accurate record-keeping.

Draft

HOLIDAYS

The office of the Council is closed on the following holidays:

1. New Year's Day
2. Martin Luther King's Day, Birthday
3. Memorial Day
4. July 4th
5. Labor Day
6-7 Thanksgiving Day and the following Friday.
8. Christmas Day and whenever practical, Christmas eve.

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Requests for leaves ~~of more than two days~~ should, if at all possible, be made in writing at least 10 days ahead, in emergency. This will allow time for securing approval.

Any day taken off must be designated compensatory time or vacation, each one

If not taken, vacation may accumulate up to 24 work days and if an employee resigns or is asked to resign, he or she will be paid for his accumulated leave up to a maximum of 24 days at his or her current rate of pay.

P.G.

June 27, 1969

MEMORANDUM

TO: THE ADMINISTRATIVE COMMITTEE

FROM: SUSAN MORGAN

RE: JOB DESCRIPTION - RESEARCH ASSOCIATE

The primary function of a Research Associate is to do research. This often involves answering requests from others within the Council as well as the large number of requests for information the department receives from outside the office (agencies, students, media people, etc.). I assist people who come into the office needing information as well as answering telephone requests and written requests. Some requests take a great deal of "digging" into our files, while others can be answered by sending the person to another agency. The Council has an excellent reputation for accuracy (especially with the press) so I am very careful about the information I release.

The Research Associate contributes to SRC publications as well as answering requests. This may involve checking over one hundred footnotes for accuracy in a manuscript submitted by an author, or it could involve writing several of the state roundups for NEW SOUTH. It might also include working on statistics contained in a Council publication.

The job of clipping newspapers is a minor function. I clip five dailys and two weeklys to learn what is going on in these areas. The actual clipping is simply a means to learn facts -- not an end.

There are certain states that I am "responsible" for. For instance, when John Pecoul called from New Orleans to ask us to help rally support for those local groups opposing the proposed 27 per cent cut to state welfare recipients, I was familiar with the situation and had followed it through my clipping for months. The papers were only a means for me to learn what was happening in Louisiana and to keep abreast of events in order that Imight use this knowledge when called upon, as well as for my own information. The same holds true for magazines and pamphlets that we receive. I try to read just as much as I can in order to know what we have available and to help others locate information.

These are the highlights of the job. Of course other duties are included, but these are secondary. (An example of another duty was my attending a session of the Urban Education Laboratory).

In summary, the job of Research Associate is to acquire information and distribute facts, especially through publications and requests.

SM:js

RG

June 27, 1969

MEMORANDUM

TO: THE ADMINISTRATIVE COMMITTEE

FROM: GLENDA BARTLEY

RE: JOB DESCRIPTION - FILE CLERK

The job of file clerk is a part-time one. Generally the file clerk files, but may also be called on to assist with clipping newspapers (either marked or not, depending upon the capabilities of the person who is the file clerk). The file clerk is responsible for assisting the Director of Research, and Associate, and Assistant Researchers in providing accurate information.

(Currently, the file clerk, Clair Brown, is also developing methods for wider circulation of NEW SOUTH and has done proofreading of galleys for a book to be published by the Council, as well as helping to catch up on the backlog of New York Times. These duties do not fall within the regular file clerk job description but, like all jobs in the research department, the person's capabilities are taken into account and, hopefully, fully used.)

GB:js

File Administrative Committee

Emory Via

February 24, 1970

MEMORANDUM

TO: Paul Anthony, Executive Director

FROM: Emory F. Via, Chairman of the Administrative Committee

RE: Administrative Committee Business

- o -

You will receive on Friday a draft of the proposed organizational manual for SRC. We would like to have your reactions as soon as possible so that the draft can be circulated to the rest of the staff. We would hope that this can be done early next week. Once the draft has been circulated, it is our recommendation that a general staff meeting be called to discuss the manual. It is our hope that the manual can be fully discussed and finally approved by March 15th.

The manual will not include at this time a structure chart. It is thought desirable to wait until current legal steps have been completed which will lead to the separation of VEP before a structure chart is drawn.

We are also not including a section on job descriptions but we recommend the following: (1) that you designate an appropriate person(s) to draft job descriptions for each job at SRC; (2) that the individual occupying that job and his or her supervisor be consulted regarding the job description; (3) that you consult with the Administrative Committee about the job descriptions either before and/or after the proposed descriptions have been shared with the individual and his supervisor; (4) and that you make such use of the job descriptions originating from individual employees (last summer) as you deem advisable.

It is our recommendation that the process on job descriptions be completed by the end of the first week of April and that a list of the descriptions be made a special appendix of the staff manual. We would also suggest that at some point there be a special staff meeting to discuss what the job descriptions mean and how they have been derived.

EFV/km

SRC - admin (Nat Admr. Team)

April 13, 1970

MEMO TO: SRC STAFF

FROM: NMorgan

RE: Office Procedures

Listed below are some procedures which, I believe, will prove beneficial to all of us as SRC staffers.

* * * *

Beginning May 1, 1970, a "STAFF ITINERARY INFORMATION BOOK" will be placed on the receptionist's desk. This will merely serve as a record and as a centrally located information source concerning employees' absence from the office.

Please inform receptionist of your absence from office, who in turn can inform necessary persons involved. Also, when leaving and returning from lunch, and leaving the office for the day, if prior to 5:00 p. m.

Other definite procedures will follow after the "SRC STAFF MANUAL" has been thoroughly discussed.

* * * *

We are in the process of staffing the mail room so that we will not need to pull different staffers in, and off their present jobs, to help get out mass mailings. But, until such time that we have completed this process, we are soliciting all personnel at different periods to help in our mass mailings. Please. Thanks.

* * * *

Out of consideration for other office staff, and visitors, please do not congregate at receptionist desk.

* * * *

I am asking your indulgence in the above procedures, and if you have any questions, either your department head, or I, will be happy to help. Thanks again.

New File — Temporary

RDC —

Job Descriptions

TO: Emory Via Oct. 29, 1970

From: Reese Cleghorn

Subject: Job Descriptions

I don't know how detailed these should be. For the first two, I refer to my memo of May 19, 1969, to the Staff Administrative Committee and quote directly from it. I now add a description for the third job.

Director: Someone of senior experience level with a strong background in writing and editing, inasmuch as this project is and likely will continue to be largely a research and information function.

Assistant to the Director: Someone with primarily a research background, preferably with a Master of Library Science degree and experience with information retrieval systems. This person also serves as associate editor of South Today when that is feasible.

Editorial Assistant: This is a half-time position. It requires someone with strong editorial qualifications, preferably with substantial newspaper or magazine experience, who is qualified to handle writing duties for Leadership Project and Council publications; editing of articles; copyreading and proofreading; and publications makeup.

If these descriptions are too thin, I will add to them.

Reese

TO: Emory Via Oct. 29, 1970

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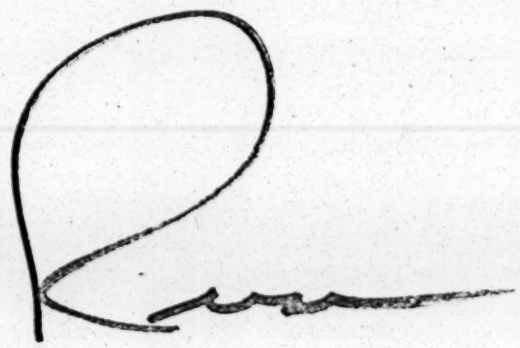

TO: THE ADMINISTRATIVE COMMITTEE

FROM: GWENDOLYN M. SAPP

RE: JOB DESCRIPTION

DATE: OCTOBER 30, 1970

SECRETARY TO THE DIRECTOR OF THE RESOUCES DEVELOPMENT CENTER
AND DIRECTOR OF LABOR PROGRAM OF SOUTHERN REGIONAL COUNCIL, INC.
SECRETARY TO THE EXECUTIVE ASSISTANT OF SOUTHERN REGIONAL COUNCIL, INC.

The secretary to these programs works directly under the Director of the Programs and directly under the Executve Assistant. Specifically, she takes dictation and transcribes letter, initiates and receives telephone calls, maintains appointment calendars, receives and appoints visitors, maintains files, types and files reports, and handles daily incoming correspondence. Since the RDC is composed of several projects such as Housing and Planning, Community Organizations, and Manpower, the secretary is equired to maintain files to some degree on their activities or projects.

From time to time the secretary will be respondible for the clipping of newspaper articles and articles from union papers and labor papers as supplementary reference materail for the RDC. The office of the Executive Assistant requires the same duties, with perhaps one addition. The Executive Assistant works directly with the Hunger Fund and the secretary is responsible for typing letters confirming grants and for typing letters explaining terms under which grants can be conferred. She is also responsible for handling daily receipts for the Hunger Fund.

As secretary to the RDC and the Executive Assistant, the individual should be able to work on her own, and be able to compose letters to initiate correspondence for her supervisors and be able to compose letters for response to correspondence which requires attention when her supervisors are unable to come to their office.

RDC - Job Description EV

Emory F. Via Job Description, Director, Labor Program

The director is expected to keep abreast of labor education activities in the region and especially those which concern racial matters and the economic and social development of the South. He participates in such programs as consultant, program organizer, teacher.

He organizes labor education programs for unions and participates in programs which they have organized.

He maintains relations with the National AFL-CIO, especially its departments of Civil Rights and Education. He keeps contact with the state AFL-CIO's within the region. Similarly he is in touch with national union education or civil rights departments and the regional offices of national unions.

He encourages the idea of labor education and the development of labor education programs with unions, universities, and appropriate other agencies.

He gives programatic expression to the Council's interest in equal employment opportunity through cooperation with other agencies (public and private), through suggestions of new programs, by helping develop new approaches to employment which may be turned over to other agencies or emulated by them.

He cooperates with researchers and journalists with special interests in union related matters, manpower problems, and employment opportunity. He encourages research and investigation in special facets of these matters.

He supervises a part-time secretary and occasional part-time research or field assistant.

He reports as required to the Executive Director.

He participates in the deliberations of the Economic Center.

He attends the meetings of the Executive Committee and the Annual Meeting.

He attends professional meetings and other conferences related to his duties and areas of professional responsibility.

He cooperates with other programs of the Council as consultant, program participant, and in other ways when requested.

He reads and marks selected national publications for the Labor Program and other files. He reads and marks selected professional and union journals related to the interest of the Labor Program.

AC

JOB DESCRIPTION

Associate - Director, Housing and Planning Program

Responsible to the Director.

To find and aid community groups in housing development. To initiate the development of organizations to deal with localized planning problems requiring technical assistance.

To assist the Project Director and the Council Director in interpreting programs and policies to foundations, conferences, similar-oriented organizations and other interested individuals.

JOB DESCRIPTION

Miss Mozell Varner
Secretary
Housing and Planning/Community Organization Project

The secretary of the Housing and Planning Program is responsible to the Director, the Associate Director, and anyone else employed by the Council to work in this department.

She is responsible for typing all correspondence, orders, manuscripts, reports, etc. relating to this department and in relation to the Director's Architectural Consultant position at Tuskegee Institute.

She maintains the HPP library, ordering all books, articles, pamphlets, etc. and keeping a record of them. She maintains the files for the HPP staff and clips daily papers relating to housing which are also maintained in the HPP files.

She is responsible for all zeroxing relating to the HPP.

She is responsible for making reservations and picking up airline tickets for the five staff people in both the HPP and Community Organization Project, keeping track of their travel itinerary and making out expense vouchers.

Community Organization

The secretary of the Community Organization Project is responsible to the Project Director. Her duties may be classified in the following manner:

(1) Secretarial - Any and all typing and filing related to the Community Organization Project's activities and C.O. special projects. /Such as School Desegregation Project/

(2) Research - the Secretary is responsible for maintaining an ongoing and up-to-date file on economic development corporations, organizations, etc. throughout the U.S.

She is responsible for pulling pertinent data from economic development magazines, canvassing research department, etc. Gathering data on special projects, etc.

(3) Referrals - Responsible for maintaining an ongoing referral file, particularly in my absense.

(4) Clerical - Responsible for organizing and maintaining Community Organization Project's library.

Horace Barker
Special Assistant to the Staff

Job Description:

Provide writing, research, field representative, and administrative services for the Research Department, Housing and Planning Program and the Executive Director.

Research Administration. The geographic areas where poor whites tend to be concentrated in the metropolitan area will be listed accompanied by a statement of each of the more important neighborhoods regarding population density, extent of integration, and tendency to be transient. From the list and descriptions, two neighborhoods of somewhat differing characteristics will be selected for study. One of these areas will be designated as the primary study area. Final decisions regarding what proportion of attention to pay to each neighborhood will be delayed until the study is under way.

From sixty to one hundred interviews with local residents will be conducted. There will be a serious effort to assure representativeness of those interviewed in general, but interviews will also be sought from individuals of special knowledgeableness or whose own circumstances reveal significant problems. Although survey instruments will be used (one or more questionnaires) the project will not attempt to develop a "scientific" sample for interview purposes. However, interviews are meant to be in-depth, objective, and to accurately reflect the feelings and needs of the people on whom this study focuses.

The project director and research associate, with assistance from the Resources Development Center director will develop an adequate questionnaire(s) for interview purposes.

A bibliography of literature relating to the white poor will be compiled. Special attention will be paid to those materials which have special relevance to poor whites in Southern urban situations. The research associate will compile the bibliography, select those materials most relevant to this project and prepare such memorandums as will be instructive in the conduct of the project.

The research associate will also compile data from census sources and from appropriate area agencies to develop a profile

of the metropolitan poor white population. Such profile will be supplemented by relevant observations from the field surveys and literature in the field.

Some interviews may be conducted by an investigative reporter selected by SRC, who shall be paid from SRC funds.

Final Report. The project director with assistance from the research associate shall be responsible for a final report which will include the "profile," a summary of the most pertinent literature, a tabulation of interviews, and appropriate interpretative commentary.

Limitations. The project shall not exceed three months in duration unless it has been reconsidered and agreed to by all parties. Editorial supervision, the final decision as to whether to report the results of the project, and the form of the report shall rest with the Southern Regional Council. The project is limited to information gathering, interpretation, and reporting. It will not engage in local action projects or community organization efforts.

Funding. The Southern Council on International and Public Affairs will provide funds for the salary costs of the project director and the research associate. Office space, materials, incidental stenographic assistance, editorial assistance and research supervision will be provided by the Southern Regional Council. The Southern Regional Council will not tap the granted funds for administrative overhead purposes.

Budget. (Based on maximum of three months operation).

(Project Director salary @ $1,000./month	$3,000.00
Research Associate salary @ $150./week	1,800.00
TOTAL*	$4,800.00

(*Costs assumed by SRC listed under "Funding")

File Admin Committee Emery

SICK LEAVE with pay is allowed whenever an employee is incapacitated due to sickness, injury, or when some member of his immediate family has a contagious disease, is seriously ill, or dies.

Notification of absence on account of sickness shall be given as soon as possible on the "Record of Leave" form provided.

Sick leave may accumulate up to a total of 66 work days. Untaken sick leave beyond this total is forfeited.

If an employee has a serious illness which keeps him away from the office for a period of time beyond the sick leave accrued to his credit, the Executive Director may approve either of the following plans:

(1) Leave without pay, after all accumulated sick leave and vacation are exhausted.

(2) Sick leave advanced, up to 20 work days, with the understanding that the employee will remain with the Council until sick leave has been earned, or that adjustment will be made in final salary.

When sickness occurs within a vacation period, the period of illness may, upon written authorization, be charged to sick leave, and the charge against the vacation reduced accordingly. Applications for substitution of sick leave for vacation shall be made immediately after the expiration of the vacation period.

When an employee leaves employment at SRC, all accrued sick leave is forfeited at that time.

Maternity Leave: In cases of maternity leave, the Executive Director may grant leave of absence without pay for a period not to exceed eight months after all accrued sick leave and vacation have been taken.

(?) Centralize more?

NEW EMPLOYEES

A person is hired by the Executive Director, his assistant, or heads of departments.

After a person is hired, he is to report to the director, supervisor, or designated person in the department that he will work.

The director, supervisor, or assigned person explains as well as shows the new employee what he is supposed to do (explaining that duties are flexible). If at all possible, the new employee will work very closely with an assigned person for at least a week.

The new employee is given a staff manual and is told that he will be working on probation for three months. After the three months have ended, the new employee and the staff member will go over an evaluation sheet (attached) then the assigned person will let the Executive Director or his assistant know the results.

All new employees should be given a copy of their job descriptions.

How to apply to professional staff - Separate Section -

4M—6-64 Form #M-018

PROGRESS REVIEW FORM

For Rating of Employee After Three Month's Service

Date_____

Employee's Name_____ Department_____

Job_____ Start Date_____ Starting Pay Rate_____

To Supervisor or Department Head: Please rate the employee indicated above on the points listed below. After rating him, make a decision in regard to discharge, referral to Personnel for possible reassignment, deferment of raise, normal raise, or above average raise. After approval of the raise (if a raise is recommended), call in the employee and discuss his progress on the job. Point out his strengths and weaknesses. Attempt to help him to understand how he can improve. Tell him of your decision in regard to a raise and how much. Return this completed form to the Personnel Department, along with a payroll change order if a raise is given.

Factor	Poor	Borderline	Average	Above Average	Good or Excellent
Grasp of Job Duties	Just doesn't understand	Having some difficulty	Reasonably good understanding	Quickly caught on to duties	Fully understands duties and their importance
Job Performance	Sloppy, Inadequate	Not up to Par	Average for others after 3 months	Good, steady performer	Better job than many after 6 months
Attitude	Negative "Griper"	Not fully cooperative in all elements	Willing to put forth reasonable effort	Goes beyond minimum requirements	Cooperative, willing to try anything
Relations with Others in Dept.	Withdrawn or aggravating	Some friction	Reasonably good relations	No conflict	Fits in well
Desire to Learn	None	Little	Desire to learn own job	Interested in entire department's operation	Wants to understand whole company operation
Overall Rating	(A) Inadequate, probably will never learn	(B) Ultimate ability questionable, having difficulty	(C) Making reasonable progress	(D) Better than average progress	(E) Virtually fully qualified already, still improving

Action decided on (check one)

_____ (A) Discharge or possible reassignment (call Personnel Department).

_____ (B) Deferment of raise three months.

_____ (C) (D) "Normal" raise of $_____ initiated (see merit increase schedule).

_____(D) (E) "Above Average" raise of $_____ initiated (see merit increase schedule).

Employee's status and progress discussed with him on_____(date).

Note: If raise is given, complete a payroll change order to accompany this form.

Signature_____

Department Head or Supervisor Completing Form

Grievance Procedure for the Employees of SRC
Adopted by Staff Meeting, September 23, 1969

STEP ONE

When a dispute involving working relations arises, the complaining employee may take his grievance to his immediate supervisor within three days of the employee's knowledge of the grievance. The grievance will be presented in writing. An answer shall be given the employee within three working days. The time limits may be extended where the press of travel or business may require. Such extension should not exceed 10 working days.

STEP TWO

If the reply at Step One is unsatisfactory, the complaining employee may submit a written statement of the grievance to the Executive Director within five working days of receiving the Step One answer. The Director shall get from the complaining employee's supervisor a written response to the grievance. An answer to the grievance shall be given in writing within five working days of its receipt unless travel schedules or the press of business requires a reasonable extension.

STEP THREE

If the grievance is not resolved, employee will submit the grievance in writing to the Staff Grievance Committee within five working days. The Grievance Committee will be composed of three members of the staff elected by the staff by secret ballot.* (See below.) This Committee will have advisory powers only. The Committee

*No more than one staff person of the program director level shall serve on the Committee. An alternate member of the Committee will be elected to serve in the place of a regular member in case that member is directly affected by the grievance.

will advise the Executive Director who then will make a further determination in the case. A copy of the Committee's recommendation will be given to the complaining employee. The Committee's response to the Director shall be within five working days. The Director will give his answer in writing within five working days. The time limits in this step may be extended for a reasonable time by mutual agreement or if the press of travel or business may require it.

STEP FOUR

If the grievance is not resolved after Step Three it shall be forwarded by the Executive Director to the Personnel Committee of the Executive Committee for action at their next scheduled meeting. The employee's statement of the case, the Grievance Committee's response, and the final determination made by the Director shall be sent to the Personnel Committee. A written answer from the Personnel Committee shall be forwarded to the Director, the complaining employee, and the Grievance Committee within a reasonable time after their meeting. The decision of the Personnel Committee shall be final and binding.

RECORDS

The complete written record of all grievances shall be maintained in the office of the Executive Director.

Notes

1. The initial Grievance Committee will serve for six months at which time its work and this procedure will be subject to review and a new Committee elected for such period of time as the staff may designate.

Grievance Procedure for the Employees of SRC - 3.
Adopted by Staff Meeting, September 23, 1969

Notes (Continued)

2. An alternate member of the Grievance Committee shall be elected to serve when a regular member of the Committee is directly affected by the grievance.

3. Although a meeting on the grievance and a proposed settlement may be made by any two members when it is impossible for all three members to meet, the proposal shall become final only after the third member has considered it.

4. Written grievances should contain brief statements of the facts of the case, how the complaining employee thinks he was affected by those facts, and a statement as to what settlement is sought.

Procedures for ELECTION OF MEMBERS OF THE GRIEVANCE COMMITTEE

1. On Tuesday, September 30th, between the hours of 10:00 a.m.-11:00 a.m., each employee may cast a ballot on which he has written the names of three eligible employees. Part-time and temporary employees and the Executive Director are not eligible for election to the Committee, but they may vote. Ballots containing less than or more than three names will be disqualified.

Employees who cannot be present at the time stated above may give their ballot to Doris Reed or Charles Rooks prior to the close of the balloting. Such absentee ballots must be placed within an unmarked envelope which in turn must be placed in an envelope bearing the name of the absentee voter. On election day the outer envelope will be discarded after the voter's name has been checked off the voting list, and the ballot will be placed among the other ballots.

2. The Administrative Committee will tally the votes. If the number of votes received by any person amounts to more than one-half of the number of persons voting (i.e., a majority of the ballots), such person is elected. If all positions are not filled by majority vote on the first ballot, there will be a run-off election on Friday, October 3rd, between 10-11 a.m.

For each position to be filled, there will be two candidates in the run-off. Candidates in the run-off will be those who received the highest number of votes on the first ballot. For example, if one person receives a majority on the

first ballot, there will be a run-off for the remaining two positions between the candidates who ranked 2nd, 3rd, 4th and 5th in the number of votes previously received. In the event there is a tie for the last place on the run-off ballot, the list will be expanded to include all those tied for this place.

3. In the run-off election, each employee may cast a ballot which must contain one name for each committee position remaining to be filled. Ballots containing more or less than this number of names will be disqualified. Votes will be cast and tallied in run-offs in the same manner as in the initial election.

4. The candidate or candidates receiving a majority of the ballots cast in the run-off will be elected to the Committee. If a sufficient number of candidates is not thus elected, there will be further run-offs between the highest ranking candidates, with the number of candidates being double the number of positions remaining to be filled. This procedure will continue until all positions are filled by a majority vote.

Special Contingencies

Since not more than one person of Director's rank may serve on the Committee, it may be necessary to alter the above procedures in one or more of the following ways:

a. Once a single person of "Director's" rank is elected to the Committee by majority vote, all other candidates of this rank are automatically eliminated from all further proceedings. If more than one person of this rank receives a majority on the same ballot, the one with the larger vote

will be selected. In no event shall the elimination of a candidate of "Director's" rank result in the election of the next ranking candidate, if the latter candidate has not received a majority vote. Run-offs will be held until all elections have been on a majority basis.

b. In a run-off, the number of candidates of "Director's" rank may never amount to more than one-half of the candidates in the run-off. If, because of their previous vote totals, the rank ordered list of candidates contains too many persons of Director's rank (i.e., more than the number of positions to be filled), a sufficient number of candidates of this rank will be eliminated, working from the lower ranking upward until the maximum proportion of Directors is no longer exceeded. If such an elimination is not possible because of tied voting totals among Directors, the number of other candidates will be expanded until it amounts to one-half of the ballot.

Election of Alternate

An alternate member of the Grievance Committee to serve when a member of the regular Committee is a party to a grievance will be elected in a separate election after the regular Committee has been elected.

SRC EMPLOYEE LIST FOR PURPOSES OF ELECTION
OF GRIEVANCE COMMITTEE, Tuesday,
September 30, 1969

All employees on the payroll on the day of election are eligible to vote. The same rule will apply to run-off elections.

Employees with "PT" appearing before their names are either part time or temporary. They may vote but are <u>not</u> eligible to be on the Grievance Committee. The Executive Director may vote, but is not eligible to be on the Grievance Committee.

Employees with "D" appearing before their names have been designated "Directors" by the Committee for the purposes of this election either because of their actual (and acting) positions or their close relation to the central administration of the Council. No more than one "Director" shall serve on the Grievance Committee.

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OF GRIEVANCE COMMITTEE, Tuesday,
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SRC EMPLOYEES

	ADAMSON, MARILYN
PT	ALEXANDER, STANLEY
D	ANDERSON, R. E.
	[ANTHONY, PAUL]
PT	BARKER, HORACE
	BROTHERS, JERUSHA D.
PT	BROWN, CLAIRE
	CAMPBELL, ART
	*CHANIN, MARGARET
D	CLEGHORN, REESE
	COOK, BERNICE
	EDDY, PRISCILLA
	GRIFFITH, KITTY
	HINTON, JESSE
	HOWARD, RUTH
	JACKSON, BARNETTA
	JOHNSON, MILDRED
D	JORDAN, VERNON
PT	KEMP, EUGENIA
	KNOX, LUESTA
D	LEWIS, JOHN
	MANDERSON, MARGE
	MEEKINS, JOYCE
	MARTIN, KATHY
	MORRISON, BERNICE
	MORGAN, NOBBIE
	MORRIS, JOHN
	PRITCHARD, WARREN
	REED, DORIS
	ROOKS, CHARLES
	SHORTT, JANET
	SMITH, JANET
PT	SMITH, MORELAND
	STEVENSON, FAUSTINA
	VARNER, MOZELLE
D	VICK, RUTH HOUSE
D	VIA, EMORY F.
	WALL, MARVIN
D	WATTERS, PAT (On leave until Jan 1, 1970)
D	WOOD, JAMES N., JR.

*Will not be at SRC after September 30th and therefore not eligible to serve on the Committee. She may vote.

[10/3/69]

Atty Com

SRC Election Results and Run-off Announcement

One member of the Grievance Committee, Nobbie Morgan, has been elected by a majority vote.

There will be a run-off election on Friday, October 3, 1969, 10-11 a.m. by the rules announced earlier.

Two persons will be elected from the four persons who received the highest number of votes in the first election but who did not receive a majority of the votes cast.

Only one person designated as "director" (indicated by "D" in front of name) will be eligible to serve on the Committee. The announced rules will apply in case more than one "director" receives a majority of the votes.

The results of the first election follows:

N. Morgan - 27, elected

D - J. Lewis	- 17	Only these four are in run-off
M. Johnson	- 16	
D - E. Via	- 8	
J. Morris	- 7	
A. Campbell	- 5	
B. Jackson	- 5	
R. Howard	- 3	
C. Rooks	- 3	
R. Vick	- 3	
M. Wall	- 3	
B. Cook	- 2	
K. Martin	- 2	
B. Anderson	- 1	
J. Brothers	- 1	
K. Griffith	- 1	
J. Hinton	- 1	
M. Manderson	- 1	
B. Morrison	- 1	
W. Pritchard	- 1	
J. Shortt	- 1	
J. Smith	- 1	
M. Varner	- 1	

ALL PERSONS ON THIS LIST ARE ELIGIBLE TO VOTE IN THE ELECTION FOR AN ALTERNATE TO THE STAFF GRIEVANCE COMMITTEE. THOSE NAMES IN BRACKETS [ ] ARE NOT ELIGIBLE TO BE ELECTED AS THE ALTERNATE.

	ADAMSON, MARILYN
PT	[ALEXANDER, STANLEY]
D	[ANDERSON, R. E.]
	[ANTHONY, PAUL]
PT	[BARKER, HORACE]
	BROTHERS, JERUSHA D.
PT	[BROWN, CLAIRE]
	CAMPBELL, ART
D	[CLEGHORN, REESE]
	COOK, BERNICE
	EDDY, PRISCILLA
	GRIFFITH, KITTY
	HINTON, JESSE
	HOWARD, RUTH
	JACKSON, BARNETTA
	[JOHNSON, MILDRED]
D	[JORDAN, VERNON]
PT	[KEMP, EUGENIA]
	KNOX, LUESTA
D	[LEWIS, JOHN]
	MANDERSON, MARGE
	MEEKINS, JOYCE
	MADSEN, PAT
	MARTIN, KATHY
	MORRISON, BERNICE
	[MORGAN, NOBBIE]
	MORRIS, JOHN
	PRITCHARD, WARREN
	REED, DORIS
	ROOKS, CHARLES
	SHORTT, JANET
	SMITH, JANET
PT D	[SMITH, MORELAND]
	STEVENSON, FAUSTINA
	VARNER, MOZELLE
D	[VICK, RUTH HOUSE]
D	[VIA, EMORY F.]
	WALL, MARVIN
D	[WATTERS, PAT] On leave until Jan. 1, 1970
D	[WOOD, JAMES N. JR.]

[10/10/69]

BALLOT: SRC GRIEVANCE COMMITTEE ALTERNATE ELECTION

October 10, 1969

VOTE FOR <u>ONE</u> PERSON AND <u>ONLY</u> ONE FROM LIST ATTACHED. THOSE NAMES IN BRACKETS [ ] ARE NOT ELIGIBLE FOR NOMINATION.

1. _____

October 8, 1969

M E M O R A N D U M

TO: SRC Staff

FROM: The Administrative Committee

RE: Election of an alternate to the Staff Grievance Committee

- o -

The election for an alternate to the Grievance Committee will be:

Friday, October 10, 1969 10:00 - 11:00 a.m.

Those voting will vote for one and only one person. A majority vote is required for election. Those persons designated on the list as directors (by a "D" in front of their names) are not eligible to be elected. Such persons and others (part time, temporary, those already elected to the Committee, the Executive Director) who are not eligible to be elected will have brackets around their names.

In the event that no person receives a majority of the votes cast, a run-off will be held on Monday, October 13, 1969 from 10:00 a.m. to 11:00 a.m. Those persons in the run-off will be determined as follows: all those receiving votes will be listed according to the number of votes received; beginning with the top and working down those candidates will be included whose votes when added together constitute a majority of the votes cast.

EV/km

Enc.

ALL PERSONS ON THIS LIST ARE ELIGIBLE TO VOTE IN THE ELECTION FOR AN ALTERNATE TO THE STAFF GRIEVANCE COMMITTEE. THOSE NAMES IN BRACKETS [ ] ARE NOT ELIGIBLE TO BE ELECTED AS THE ALTERNATE.

	ADAMSON, MARILYN
PT	[ALEXANDER, STANLEY]
D	[ANDERSON, R. E.]
	[ANTHONY, PAUL]
PT	[BARKER, HORACE]
	BROTHERS, JERUSHA D.
PT	[BROWN, CLAIRE]
	CAMPBELL, ART
D	[CLEGHORN, REESE]
	COOK, BERNICE
	EDDY, PRISCILLA
	GRIFFITH, KITTY
	HINTON, JESSE
	HOWARD, RUTH
	JACKSON, BARNETTA
	[JOHNSON, MILDRED]
D	[JORDAN, VERNON]
PT	[KEMP, EUGENIA]
	KNOX, LUESTA
D	[LEWIS, JOHN]
	MANDERSON, MARGE
	MEEKINS, JOYCE
	MADSEN, PAT
	MARTIN, KATHY
	MORRISON, BERNICE
	[MORGAN, NOBBIE]
	MORRIS, JOHN
	PRITCHARD, WARREN
	REED, DORIS
	ROOKS, CHARLES
	SHORTT, JANET
	SMITH, JANET
PT D	[SMITH, MORELAND]
	STEVENSON, FAUSTINA
	VARNER, MOZELLE
D	[VICK, RUTH HOUSE]
D	[VIA, EMORY F.]
	WALL, MARVIN
D	[WATTERS, PAT] On leave until Jan. 1, 1970
D	[WOOD, JAMES N. JR.]

List of those eligible to Serve
only 1 D
List of those eligible to vote

Grievance Committee

vote for 3

11:00 AM 11:30 Tuesday —
DR – RH to man box
J.H. – make box a help count

May 8, 1970

The election of a grievance committee has been completed.

Those elected to serve are:

Art Campbell

Ruth Vick

Charles Rooks

Lym Bowler Alternate

A later announcement will be made on the selection of an alternate.

Kitty Tejiro Alternate
member

Doris Reed and Ruth Howard
For the Administrative Committee

Supplement to memo:

Note should read:
For these restictive purposes only Art Campbell is not considered a director but Ruth Vick is.

Emory

File: Admin Comm

[9/14 + 15/70]

MEMO

TO: SRC STAFF

FROM: Emory F. Via, Director, Resources Development Center

RE: Grievance Committee Election

In our haste there were several errors in the memorandum announcing the election for Tuesday, September 15, 10:30-11:00 a.m. The errors are:

1. The term "professional staff" should not have been used. Originally a group of persons was, at the director level ~~for~~ by the administrative committee and these designated were accepted by the staff meeting.* ?

2. It still stands that no other persons designated as a director may be elected to the committee. ~~too.~~ Those who may <u>not</u> even vote in the election include, besides Paul Anthony, the two division directors, Pat Watters and Emory Via.

3. Since the change in title for several people on the staff has created confusion, the proper title for Nobbie Morgan is Administrative Assistant and not Administrative Executive Assistant as we listed.

*NOTE: For ~~practical~~ these restricted purposes, Art Campbell is not considered a director but Ruth Vick is.

9/14/70

Indeed it seems that there are no "professional" women at SRC. Several women on the SRC staff were surprized to learn today that they were not considered professionals and thus were eligible for election to the Grievance Committee. A dubious honor.

Being of gentle Southern birth, we are not given to demands. However, we do think that the time has come to step forward and claim that which we deserve, no matter how dubious the distinction.

The undersigned request that names of women who by their educational background and job responsibilities at SRC so qualify them as professional members of the staff be withdrawn from the ballot for the Grievance Committee, thereby symbolizing official recognition of their professional status.

Kitty Keyes
Lynn Bowker
Ruth Howard
Barnetta Jackson
Ruth Vick.
Bernice Morrison
Mozell Varner
Eugenia Kings
Dorris Reed
Janet Smith
N Morgan
AMDapp
B. C.

Southern [illegible], Inc.
5 FORSYTH STREET, N. [illegible] A 30303
522-8764
PAUL ANTHONY
EXECUTIVE DIRECTOR

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

September 14, 1970

M E M O R A N D U M

TO: The women of SRC and others

FROM: Emory F. Via, Chairman of the Administrative Committee

RE: The note from 13 SRC employees regard the status of women, the grievance committee, and related matters

You are clearly correct in two matters. The first is that the memorandum on the grievance committee election should not have used the word "professional" to designate those to be included as eligible for grievance committee membership. Two, I unwittingly in the committee discussion used the term and never corrected myself so that it is appropriate that the memo came to me.

When the grievance procedure and committee were first discussed, it was decided to limit people designated by recommendation of the administrative committee as directors to one representative on the committee. This was a staff decision based on the actual names and positions of people then on the staff. My recollection is that a majority of those agreeing to the determination were women. It is this limitation which is meant to be applied in the current memorandum.

Partly for fun, partly to keep the record straight, and partly to assist you in doing the continuing education job to

straighten men out let me remind you that at the committee meeting where my slip of tongue (who said "mind") occurred a majority of those present were women; the memorandum was prepared and the list of names produced by two women members of the committee without male assistance.

The term "professional" at the Council has been troublesome. It gets used as shorthand for program directors; it is used differently in the Annual Report; and undoubtedly has many other uses.

I have no idea whether this memo assists in explaining anything to you. If not, I would be pleased to meet with all of you or with a delegation which you select.

It is my plan to confess error more briefly than this to the staff meeting tomorrow.

MEMO

TO: SRC STAFF MEMBERS

FROM: ADMINISTRATIVE COMMITTEE, Emory Via, Chairman

DATE: May 7, 1971

RE: ELECTION OF GRIEVANCE COMMITTEE

The election of the Grievance Committee will be held Tuesday, May 11, between 11 and 11:30 a.m. Attached are two lists. The first list shows those members of the staff who are eligible to serve on the Committee. The second list shows those employees on the staff who are eligible to vote.

You will recall that under our rules the Executive Director the two Division Heads are neither eligible to vote nor to serve on the Committee. The director's secretary, the executive assistant, and the administrative assistant are not eligible to serve on the committee. Employees of the Council who are currently considered part-time or temporary are not eligible to serve on the Committee.

Only one (1) person at the director's level may serve on the Committee. Such people are designated as "D" on the list of those eligible to serve.

You must vote for three (3) persons. You should not vote for more than one (1) person at the director's level.

If a run-off is required, it will be conducted later in the day on Tuesday, May 11, 1971.

If you will be absent on Tuesday and wish to vote, your

ballot may be given to Jesse Hinton, Ruth Howard, or Doris Reed. It should be placed in a plain envelope and that envelope with ballot inside should be placed in another envelope with your name on the outside.

The election for an alternate to the Grievance Committee will be conducted as soon after the Grievance Committee election as is convenient.

THE PRESENT GRIEVANCE COMMITTEE MEMBERS

Art Campbell

Ruth Vick

Kitty Terjen

A L T E R N A T E

Lynn Bowker

EFV/gs

LIST NUMBER TWO (2)

Those Eligibel to Vote for the Grievance Committee

ANDERSON, Robert	BARKER, Horace
BOWKER, Lynn	BROTHERS, J.
CAMPBELL, Arthur	CHILDRES, Betty
CLEGHORN, Reese	EDDY, Priscilla
FANCHER, Betsy	GASTON, Paul
HALL, Jacquelyn	HALL, Leon
HINTON, Jesse	HOWARD, Ruth
JACKSON, Barnetta	KEMP, Eugenia
MANDERSON, Marge	MEEKINS, Joyce
MORGAN, Nobbie	MORGAN, Susan
MORRISON, Bernice	REED, Doris
SAPP, Gwen	SMITH, Janet
SMITH, Moreland	TERJEN, Kitty
VARNER, Mozell	VICK, Ruth
WOOD, James	WRAY, Ronald
WRIGHT, Clarence	VARNADO, Murdell

Southern [illegible], Inc.
5 FORSYTH STREET, N. [illegible] A 30303
522-8764

PAUL ANTHONY
EXECUTIVE DIRECTOR

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

May 10, 1971

MEMO TO: SRC STAFF

FROM: Administrative Committee

Inadvertently, as to list of those eligible to serve on the Grievance Committee, Art Campbell's name did not carry a "D" for "directors' level." Please correct your list to show a "D" in front of his name.

Sorry and thanks.

NM ✓
MM ✓
PE

[5/11/71?]

Lynn 1-1-1-1-1-1-1-1-1-1-1-1
11

Barnetta -1-1 - 2

Belty -1-1-1-1-1-1-1 -7

F.L: Administration Committee

~~[illegible]~~ 20 Voted

Lynn - 11
Belty - 7
Barnetta - 2

Delivered to G.T.V. 5/18/71 as results of elect. or for a 3rd member of SRC Grievance Committee. G.T.V.

SRC ROUTING SLIP

DATE_____

__ANTHONY	26	__MORGAN	35
✓ANDERSON	24	✓MORRISON	21
__BARKER	38	✓REED	20
✓BROTHERS	36	✓SAPP	5
✓BOWKER	31	✓SMITH, J.	9
✓CAMPBELL	28	__SMITH, M.	27
✓CHILDRES	22	✓TERJEN	4
__CLEGHORN,	37	__VARNER	38
✓EDDY	34	__VIA	30
__FANCHER	8	✓VICK	39
✓GASTON	33	__WATTERS	32
✓HINTON	25	__WOOD	6
✓JACKSON	7	✓WRAY	25
✓KEMP	25	✓WRIGHT	0
__MANDERSON		__HALL, L. -525-0296	
__MEEKINS	7	__VEP - 522-7495	

FOR YOUR	PLEASE
Information____	Note & Return____
Approval_____	See Me_____
Comment _____	Respond _____
File _____	

Remarks:

_____

_____

INTERNS:

Admin Committee

MEMO

TO: SRC STAFF MEMBERS

FROM: ADMINISTRATIVE COMMITTEE, Emory Via, Chairman

DATE: May 11, 1971

RE: ELECTION OF GRIEVANCE COMMITTEE

Due to the fact that there was no majority in the selection of members for the Grievance Committee, a vote will be held Wednesday, May 12, between 11 and 11:30 a.m.

Below is a list of persons receiving the highest votes:

D - Art- 13
Doris- 8
Barnetta- 6
D - Clarence- 5
Betty- 5
Gwen- 4
Mozell- 4
Lynn- 4

alternate
5/19/71

The others were scattered from 0 to 3.

Please vote for three (3) persons from the above list. You should not vote for more than one (1) person at the director's level.

lb

MEMORANDUM

TO: SRC Staff

FROM: Administrative Committee

DATE: May 16, 1971

LYNN BOWKER was elected as the third member of the Grievance Committee on Tuesday, May 18, 1971. The runner-up was BETTY CHILDRES.

An election for the alterante to the Committee will be held at 11:30, Wednesday, May 19.

The following is a list of persons eligible to be elected as alternates to the Grievance Committee. The recently elected committee is composed of Lynn Bowker, Arthur Campbell, and Doris Reed.

On the election of an alternate you will vote for only one person.

THOSE ELIGIBLE FOR ELECTION AS ALTERNATES TO GRIEVANCE COMMITTEE

CHILDRES, Betty	EDDY, Priscilla
HOWARD, Ruth	HINTON, Jesse
JACKSON, Barnetta	MANDERSON, MARGE
MORRISON, Bernice	MEEKINS, Joyce
SAPP, Gwen	SMITH, Janet
VARNER, Mozell	TERJEN, Kitty
WRAY, Ronald	

EFV/gms

[5/18/71?]

LIST NUMBER ONE (1)

THOSE Eligible to serve on Grievance Committee

*D = Director's Level

D	ANDERSON Robert		BOWKER, Lynn
	CAMPBELL, Arthur		CHILDRES, Betty
D	CLEGHORN, Reese		EDDY, Priscilla
D	GASTON, Paul		HINTON, Jesse
	HOWARD, Ruth		JACKSON, Barnetta
	MANDERSON, Marge		MEEKINS, Joyce
	MORRISON, Bernice		REED, Doris
	SAPP, Gwen		SMITH, Janet
D	SMITH, Moreland		TERJEN, Kitty
	VARNER, Mozell	D	VICK, Ruth
	WRAY, Ronald	D	WRIGHT, Clarence

* VOTE FOR ONLY ONE (1) PERSON AT THE DIRECTOR'S LEVEL

[5/19/71]

MEMORANDUM

TO: SRC STAFF

FROM: Administrative Committee, Emory Via, Chairman

DATE: May 19, 1971

RE: Election of alternate for Grievance Committee

The election for an alternate ended with 11 votes cast for Betty Childres out of 24 votes. The next highest vote was 2.

I have polled the available staff to see if they would like for Betty to serve without a run-off. The result of my poll was:

23----yes
1----No comment

The Administrative Committee declares the result of the election to be final. Betty Childres has been elected as the alternate to the Grievance Committee.

EFV/gms

REPORT OF THE NOMINATING COMMITTEE
1968

The 1968 Nominating Committee consists of Dr. John A. Griffin, chairman, Mrs. Vivian Carter Mason, Mr. J. Bill Becker, and Mr. Matthew Perry.

The Committee met on Saturday, September 7th at 10:00 a.m. in the SRC offices.

The following are recommendations made by the Nominating Committee:

OFFICERS AND MEMBERS OF THE EXECUTIVE COMMITTEE

President	-	Mr. John H. Wheeler
Vice Presidents	-	Mr. Paul R. Christopher Dr. C. G. Gomillion Dr. Lucius H. Pitts Miss Josephine Wilkins
Executive Committee	-	Dr. Samuel DuBois Cook Mr. James McBride Dabbs Mr. Julius Chambers Dr. Vivian W. Henderson Mr. Frank Smith Mr. McNeill Smith Dr. H. Franklin Williams Dr. Raymond M. Wheeler Mr. Marion A. Wright
Legal Counsel	-	Mr. Joseph F. Haas

The Committee received, at the request of the Executive Committee, a communication signed by several members of the Council requesting that Mr. David Scull of Virginia be made a member of the Executive Committee. The Nominating Committee was very impressed with Mr. Scull's qualifications and agrees that he is a most appropriate candidate for membership on the Executive Committee. However, it was decided that only one change should be made this year on the

Executive Committee, and that the member being removed, by his request, was a Negro. We noted a serious racial imbalance on the Executive Committee. Considering the vacancy created by Dr. Dent's resignation, the Executive Committee now consists of nine (9) whites and five (5) Negroes. Because of this, we felt it essential that a Negro be placed in nomination. Therefore, Mr. Julius Chambers of North Carolina, was selected. We urge future Nominating Committees to also be sensitive to this imbalance and correct it as is possible.

We have submitted an unusually large number of names for your consideration for members on the Council. This is due, in part, to your action on Life Fellows. In selecting the following individuals, the Nominating Committee gave the most serious consideration to the following criteria:

(1) We noted that at present the Council membership consists of 62 whites and 36 Negroes. We felt this to be a serious imbalance which needed to be corrected. Accordingly, of the 16 names to be submitted to you, 12 are Negro and four are white.

(2) We noted the small number of women on the Council, and were particularly sensitive to the suggestions submitted to us of women candidates.

(3) We sought a significant number of younger people who have been and are still conspicuously active in the areas of interest to the Council.

If approved, eight of the following nominees will be placed in the Class of 1972. The remainder will be placed in those vacancies, by class, which have been created by the election of Life Fellows.

You have been provided with the names of the nominees and a brief biographical sketch of each, as was requested by the Members at the Annual Meeting last year.

The nominees are:

Alabama

Mr. Neil Davis
Auburn

Mrs. John Cashin
Huntsville

Arkansas

Father Walter B. Clancy
Eureka Springs

Florida

Dr. Charles Griggs
Tallahassee

Georgia

Mrs. Helen Howard
Atlanta

Mrs. Martin Luther King, Jr.
Atlanta

Mr. Julian Bond
Atlanta

Louisiana

Mr. Nils Douglas
New Orleans

Dr. Jewel Prestage
Baton Rouge

Mississippi

Mr. Aaron Henry
Clarksdale

North Carolina

The Rev. Phillip Cousins
Durham

Tennessee

Mr. James Stokely
Newport

Mr. Avon Williams
Nashville

Virginia

Mr. Henry Marsh
Richmond

Mr. Harry Huge
Alexandria

Mrs. Ruth Harvey Wood
Danville

Alternates

Mr. Hodding Carter, III
Greenville, Mississippi

Mr. Herbert Marshall
Norfolk, Virginia

Mr. William Baggs
Miami, Florida

The Nominating Committee is also charged with the responsibility of nominating three members to next year's Nominating Committee. The Executive Committee will appoint two additional members to this committee. For the 1969 Nominating Committee we propose:

Mrs. Vivian Carter Mason, Norfolk
Mr. J. Bill Becker, Little Rock
Mr. Robert Palmer, Sumter

Respectfully submitted,

John A. Griffin, Chairman
Mrs. Vivian Carter Mason
Mr. J. Bill Becker
Mr. Matthew J. Perry

PROPOSED LIFE FELLOWS

1969

1. Mr. Herbert M. Davidson
   Florida

2. Dr. Benjamin E. Mays
   Georgia

3. Rabbi Charles Mantinband
   Texas

4. Dr. C. H. Parrish
   Kentucky

5. Mrs. Eugenia Rayzor
   Texas

6. Dr. Harry V. Richardson
   Georgia

7. Miss Dorcas Ruthenburg
   Kentucky

8. Mrs. J. Fount Tillman
   Tennessee

[for 1970]

D R A F T

Report of the Executive Director

For the director's office and the administration staff, though fortunately not for the program staff, 1970 was a year of interruptions.

Having spent much of 1969 watching the legislative process as it dealt with the "tax reform" bill, early 1970 was spent in assessing and adjusting to the new law. Substantial time was spent in providing foundations the information which they required to be assured that our programs were in compliance. We found ourselves in the position of having to spend considerable time in "fund raising" for funds already committed.

A major policy decision had to be made concerning the Voter Education Project, which had been the subject of much Congressional debate and was considerably affected by the new law. After the most serious deliberations the decision was made to create a separate corporation - if that corporation could receive its own tax-exemption from IRS. Tax exemption was granted VEP, Inc., on May 14th, and that agency now has its own board and staff, and is no longer a part of SRC administratively. Apart from the legal reasons, we believe this was a wise move. VEP, Inc., is a mature and experienced agency in its own right, more than capable of operating and producing one of the most important programs in the region, as has been shown during the past months.

Vacations were cancelled for the Director and the Secretary-Treasurer when it was learned in mid-summer that the Internal Revenue Service planned to do a full audit of Council affairs. Three auditors moved into our conference room on July 20th, and remained there for more than three months, in what was the most exhaustive audit in Council history. We have not yet been informed of the results of that investigation.

In January, the members of the Executive Committee elected Dr. Vivian Henderson to serve as chairman of that body. During the year, Mrs. Paul S. Derian of Jackson, and Mr. Hodding Carter, III, were elected to the Executive Committee. Members elected to the Council who began service in 1970 are: Mr. Howard Lee, Chapel Hill; Dr. John Monro, Birmingham; Dr. Ray Marshall, Austin; Mr. William T. Mason, Jr., Norfolk; Mrs. C. Bette Wimbish, St. Petersburg; Mr. Earl Johnson, Jacksonville; Dr. Martin Brooks, Pembroke; Dr. James Lawson, Nashville; Mr. Fred Gray, Montgomery; The Rev. C. K. Yarber, Texarkana; and Mr. E. H. Gadsden of Savannah.

Sadly, four of the Council's long and great champions were lost to us by death during the year. They were: James McBride Dabbs, Mrs. M. E. Tilly, Dr. Gordon Hancock and Dr. W. D. Weatherford.

In a very real sense this department is the nerve center of the Council and in one sense every member of the staff is a member of the department, contributing to it and making demands on it. Field staff feeds information into this intelligence center, not only for their own needs but for the needs of other groups and agencies in the region. (For instance, a report to a day care center on federal funding or a study of the housing program of the Farmers Home Administration.)

The terms "research and information" can be misleading and they are often misunderstood by those who are not familiar with our interpretation of them. To us these functions are programs in an emphatic sense of that word. They are too, I believe, unique both in the degree of results which we get from using them and in the degree of skill and reliability which the Council has developed over a long period.

Our information and research work consists basically of two parts. One responds, the other initiates.

The response function is based largely on our internal collection of information. This consists of clipping and cross filing of about twenty newspapers daily, and of innumerable magazines, community newspapers or newsletters, journals and reports of state and federal governments. Work space is provided for the constant number of persons ranging from students to journalists who

come here to use this material and that space is seldom vacant. In addition, more than seven hundred mail and phone inquiries were responded to during the year. This function is not, per se, particularly unique although the subject areas and more particularly the reliability probably are.

(Senator Walter Mondale, Chairman of the Select Committee on Equal Educational Opportunity commented on July 1: "It is what we can expect from the Southern Regional Council, which I regard as one of the best, if not the best, sources of facts on what is happening in the South, to which we turn almost daily. We are most grateful for the work of your organization.")

The initiating function of the research and information operation is somewhat more complex. In this function we are program oriented, in that whether it be an incident or a basic issue we attempt to get direct attention and action on that incident or issue. Perhaps several examples will best illustrate this approach.

In February 1968, state police fired rifles into a crowd of black students at South Carolina State College, killing three. The Council immediately issued a report, "Events at Orangeburg," which documented this tragedy and warned of the implications. The report received attention and indeed led to a book by reporters Jack Nelson and Jack Bass, but the indignation and thoughtfulness that should have been forthcoming were not. In May 1970, shortly

after the Kent State tragedy, state police fired on black students at Jackson State College, killing two. I, and SRC president Raymond Wheeler, immediately issued a statement which included: "The grave warning implicit in the Orangeburg situation of two years ago was not heeded...until such solutions (of indiscriminate force in the face of conflict) are repudiated as public policy from the Presidency on down, no segment of society, no person is safe."

Thereafter an SRC special report documented the Jackson State tragedy and it received wide, and thoughtful, attention from the media. Because of this, and the efforts of many others, the term "Kent State and Jackson State" was added to our vocabulary. It finally became evident to many that what happened at Kent State has long since occured, and continued to occur at black schools.

As another example, on July 2, it was reported to us that a librarian in suburban Atlanta complained that an agent of the Treasury Department had just called on her demanding a list of persons who were checking out "subversive" books. We responded with an urgency which we felt paralleled the situation. On July 9, we published a special edition of South Today with limited circulation which reported that Treasury agents had visited libraries in Atlanta, Milwaukee and elsewhere, attempting to gather the names of people who had checked out books on explosives and, in some cases, simply books loosely described as "subversive" or "militant". Our disclosure of

of this intrusion upon the rights of privacy, with all its possible police-state ramifications, was widely publicized throughout the country. The Washington Post, which published the full report on its release date of July 9, called it "a signal service to American freedom" and the Charleston News and Courier commented: "Perhaps it's closer to 1984 than we think."

The American Library Association took immediate steps to make it a matter of policy to refuse to reveal the names of readers of library books and the Association of American Publishers supported that position. The Treasury issued a directive to its agents telling them to stop such fishing expeditions.

A major contribution was made in the protection of the individual from unwarranted intrusion from government. Other examples of the rationale of the use of the printed word - and related associations with members of the media - and the results of these approaches will be referred to later in the report.

Office of the Director of Information:

One of the important requirements of the successful use of the technique of "Information and Research" as a program tool is that those persons immediately associated with that process must be peers of the best creative minds in the nation. There is no doubt in my mind that the SRC staff in this area fits that qualification.

(Research and Information)

Several persons could be used as examples of this but the activities of Pat Watters, director of information, is a good example.

Watters is the senior person in the department, and as such, has responsibility for its total operation. In addition, during 1970 he has published, by Pantheon, the book The South and the Nation, with its appeal for support of the South's real strengths and opposition to its real evils. Reviews in the New York Times, The New Yorker, Washington Post, Commentary, and elsewhere, and public appearances by Watters have given us further exposure for our ideas and point of view.

Watters' third book, a study of the Southern Movement during the 1960's, is scheduled for publication in the fall, and South and the Nation will appear in paperback at that time. He has had articles in Dissent and the New York Times Magazine, the latter reproduced for distribution to the annual conference of the Legal Defense and Education Fund; book reviews in the Yale Review, and Progressive, and has been invited to submit occasional columns to the opposite editorial page of the New York Times.

Watters appeared as interviewer and narrator in an hour-long NET documentary on the present day South. It was presented in November as part of the Realities series on over 200 stations throughout the country.

Activities of this nature and quality with all of our creative staff gives us an outreach and influence, I believe, with literally millions of persons who must - on that scale - be exposed to issues and ideas if there is to be basic social reform in this country.

Office of the Editor of Publications and New South:

This office, headed by Robert E. Anderson, Jr., has published four special reports, four issues of New South, and has offered substantial editorial assistance to the staff of the Resources Development Center and to other agencies. (Currently, with Susan Morgan, he is doing a major study on medical care in the region, and he plans to do an analysis of how the staff can best use the 1970 census data.) The published reports include a study of violence in Augusta, Georgia and at Jackson State University; a report on the mood of black high school students at the beginning of the school year; a report on efforts to cripple the Head Start Program in Mississippi and a profile of race relations in Daytona Beach, Florida, reprinted in full in the Daytona Beach News-Journal.

New South articles which received substantial attention include the Mississippi school crisis as reported by Wilson J. Minor, an analysis of the meaning of the Wallace election by Ray Jenkins, and the trial of Cleveland Sellers by Jack Bass. (Also excerpts of the book, The Orangeburg Massacre, by Mr. Bass and Jack Nelson appeared.)

Others included an exclusive interview by Willian Winn with Erskine Caldwell, an in-depth look at student activities by three University of Wisconsin professors; an evaluation of Southern churches by Donald W. Shriver, Jr.; an analysis of the "southern strategy" as it affects school desegregation by Hayes Mizell; a look at the religion of poor whites by Harry Lefever, an Atlanta University sociologist; an essay on the South and efforts to exploit its human development by Richard Goodwin, first given at the Memphis meeting of the L. Q. C. Lamar Society meeting; a report of hearings in Jackson on the violence at Jackson State by a Washington Attorney, Harry Huge; an analysis of the strategies available to poor whites in Appalachia by Si Kahn, a young community organizer; excerpts from the book, A Mind to Stay Here, dealing with the work of Lucius Pitts at Miles College; an article on the black writer in the southern experience by Alice Walker, Mississippi novelist; a study of the aftermath of a mill closing in a small Georgia town, by Kathy Kahn; a study of how blacks, whites and Mexican-Americans organized in Houston around a community issue by Professor Harold Nelson; and, an essay on the southern environment by Frank Smith, director of the Tennessee Valley Authority.

By special arrangement, New South is being received by all members of the newly formed L. Q. C. Lamar Society and has been chosen by the Department of Education of Georgia to be taped in their program for the blind.

(Research and Information)

This quarterly is the Council's effort to see that there is - from our particular perspective and concerns - one thoughtful and well written journal to reach the interested and the active. We are somewhat surprised, and very gratified at the volume and quality of manuscripts submitted to us and the affirmative response we usually get when some of the best writers and journalists are asked to prepare an article. Authors' fees are few and extremely modest.

OFFICE OF THE DIRECTOR OF RESEARCH:

In July, Dr. Paul Gaston, Professor of History at the University of Virginia and author of the book The New South Creed, joined the staff as director of research. This is an extremely important position within the staff structure, and we were all the more pleased that Dr. Gaston agreed to take a leave of absence from the University since the research position had been vacant for some time.

Dr. Gaston has worked with Mrs. Doris Reed, senior research associate, and her staff in making some basic changes in the methods by which we collect and file our materials. He has also made arrangements for temporary help to review and place in better order all SRC records before they are turned over to Atlanta University Library. Negotiations are now underway to have our very substantial collection of clippings and some other materials placed on microfilm (as New South now is through the University of Michigan) and offered for sale to universities and others who have need of them.

In cooperation with the editor, the research staff has done a major review of violence in the region during the past three years for a report which will be issued shortly. Tragically, the analysis and editing of this material has been slowed because of the sheer volumn of instances of violence which we found; the first draft of this report, tightly summarizing each instance, came to over 150 pages of single spaced copy.

(Office of the Director of Research)

Dr. Gaston has developed a major interest in the school desegregation process, and is preparing a major portion of the SRC report on school desegregation in 1970 which will appear in February 1971.

THE RESOURCES DEVELOPMENT CENTER:

Created in 1969, the Resources Development Center was functional for the first time during 1970. The Center is the Council's effort to bring more coordination to our work in those areas dealing with economic development and the development of the region's human resources.

At present we have staffed work in Housing and Planning, Community Organization, Manpower, and the Leadership Project. Additional areas of interest are concentrated on through consultants and temporary employees on a short term project basis. Dr. Emory F. Via directs the Center as well as our work in manpower and labor.

Housing and Planning

The Housing and Planning Staff consists of Moreland G. Smith, an architect and Arthur Campbell, a planner. On a temporary basis, Horace Barker serves the division, largely in a research capacity.

The group has undertaken a survey of regional and sub-regional housing groups working in rural areas and/or small towns to determine the extent of activity and those places where this staff might be of some significant assistance. Growing partially out of this has been a study of the housing policies and results of those policies of the Farmer's Home Administration. This will be released shortly.

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Consultative assistance is being given a group in Fairfield, Alabama which is interested in sponsoring a low-income housing program. Through the cooperation of the Foundation for Cooperative Housing a consultant has been provided to create a corporation and seek funds for a low-income housing project.

A study is almost completed on the problems and patterns associated with racial transition of residential neighborhoods over a ten year period. This information should be of considerable value to neighborhood stabilization groups such as the one in Jackson, Mississippi with which we are working.

Because of the requests for such information, we have collected materials on the problems of equal housing opportunities, a study of state and local fair housing laws in the South, and an assessment of enforcement of the federal open housing act of 1968. In this regard we are also doing background and supportive work toward the aim of organizing an entity to promote fair housing in the metropolitan Atlanta area.

We are hopeful of providing considerable specific assistance to the Panola Land Buyers Association, in developing immediate and long range plans for its 1164 acres in Sumter County, Alabama. Preliminary work of this nature has been done with New Communities, Inc., of Albany,Georgia in planning layout for land utilization for housing, light industries and commercial purposes in the implementa-

tion of utility plans, sewer, water, electricity, and gas. (We have also given emergency assistance to families now living on that site.)

We have worked with Tuskegee Institute in their interest in Tuskegee's Model Cities program and in the Institute's attempt to establish a regional agrarian medical service delivery program in a five-county area.

Communication continues with the state and national offices of the American Institute of Architects and the American Institute of Planners to urge them to implement their avowed social responsibility.

With the Low-Income Housing Development Corporation of North Carolina, we have advised on land-banking operational techniques and how it might be used for housing development. Toward the end of the year the Council and the Low-Income Housing Development Corporation had tentatively worked out plans whereby the Council during 1971 would establish a regional Low Income Housing Development Corporation with considerable assistance from the North Carolina group. If established, the new regional housing agency would be independent rather than a part of SRC, and would seek very substantial federal funding.

The Leadership Project

Beginning in 1969 the Council created this program as a means of reaching the existing and emerging leadership with information they needed for intelligent decisions which they did not then have, and

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were not getting through other sources. The project continues to have this purpose but has added as well, a very substantial thrust in achieving program ends through investigative reporting. South Today, the 8 page monthly newspaper, is the primary means by which both efforts are carried out.

Reese Cleghorn has directed this project since its beginning, with Mrs. Kitty Griffith Terjen and Mrs. Betsy Fancher as Associate Editors of South Today.

In October Reese Cleghorn responded to a complimentary letter about a particular article with this observation: "South Today's best function so far, I think, has been in priming the press to do things it wasn't doing. We haven't yet had an issue that didn't produce some of this. Most surprising, maybe, is the extent to which these reports have been covered in some of the worst newspapers in the Deep South, which if the Associated Press picks up the report, frequently carry them just as nicely as a Washington or New York paper would."

This summarizes well, I think, one of the most significant contributions of South Today. Through this publication we have substantially increased coverage of our concerns and facts in the national media, but for the first time we have gotten this material significantly into the total southern media. And, frequently we see where the information is being used without direct reference to source, such as in a number of "moderate" to "conservative" editoral pages.

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Among the 1970 reports selected for program ends through publication in South Today were: those which critiqued Florida state programs dealing with migrant workers; disclosure of widespread ownership of slums by state and local welfare departments; exploration of the plight of local-government employees, such as garbage workers, and the need for better city hall methods of dealing with the lowest-income workers; revelation for the first time nationally of the Treasury Department's use of agents to obtain names of borrowers of certain library books; a report showing that "segregation academies" are busing more children and busing them further than public schools (one of only a number of reports on "segregation" academies), and more recently exposure of IRS tax-exempt policies toward them; an examination of racism in Hollywood films and in Southern college and high school athletics; a study of the Catholic Church's performance on Southern social problems; a report on the price of pollution and corporate collusion with government in the despoliation of Amelia Island, Florida.

To illustrate the program intent and the potential of this type reporting one of the above mentioned reports can be cited. The July-August issue's report on four state welfare departments' use of lien/claim laws to discourage people from being on the welfare rolls, resulting often in state ownership of slums, received widespread coverage. In North Carolina, the practices and the bad

ramifications were acknowledged officially, and there may be steps toward change. In South Carolina, the state welfare director disputed the report; but at least one local welfare director in his state then publicly disputed his contentions, agreeing with our conclusions.

From Florida, came a sad letter of appreciation from a Fort Lauderdale woman entitled to welfare payments who has refused to sign a statement entitling the state to her small home upon her death. She said she "went out at 72 years to clean homes" to avoid signing the papers. "My loved little home, bought with sweat and tears will not be taken away" she said.

Virginia, the fourth state, nullified all such liens on welfare recipients' property effective May 5. Our report noted the change, but it may not have sufficiently underscored the fact that Virginia hereafter will not be among the South's biggest slum owners.

The booklet on out migration, "The Chickenbone Special," by Dwayne Walls has been expanded to book length and will be published by Harcourt, Brace and Jovanovich, Inc. During the year the director of the project testified by invitation before the Mondale education subcommittee on the subject of segregated private schools. We continue to monitor the IRS and its tax-exemption policies with these schools.

Community Organization

This division is headed by Clarence Wright, who joined the staff in September after John Lewis resigned to become director of the Voter Education Project, Inc. The primary focus of the project is to maintain a file on all significant minority oriented economic development programs and to provide assistance to them where possible, to assist emerging groups in organization and funding, and to encourage the use of indigenous resources in fostering community development.

The first months of the division director's time were spent largely in orienting himself to groups in the region, which has in turn led to much of our program in the latter part of the year. These included establishing a relationship with the Federation of Southern Cooperatives and attending their annual meeting in Selma. Relationships have been established with the Hilton Head Shrimp Cooperative and with the Jasper County Catfish Cooperative.

The division director has assisted in running a training program for the twelve community health trainees of the Beaufort/Jasper Comprehensive Health Center. This has included reviewing the training curriculum and supplying additional materials and information for training, and assistance with the recruitment of doctors for the program.

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Consultation has taken place with the St. Helenas' Farm Cooperative and if the land is secured by that group, we are prepared to offer technical assistance in developing 275 acres for low income housing and a shopping center.

Substantial association has taken place with the Clay County Economic Development Corporation, headquartered in West Point, Mississippi. In addition to other assistance, $10,000 was provided to the Corporation to assist in the rebuilding of the Corporation's community center after that building was burned, and we have provided $2,500 through a special grant to assist in the building of a home for the widow and children of a murdered civil rights worker. Also, we assisted in having the Ball Corporation provide a free cannery for the community.

The division has been providing ongoing technical assistance to the Black Appalachian Commission in cooperation with the Legal Defense Fund and the Southern Education Foundation. So far we have assisted this group in planning and writing a proposal and in planning meetings with the Appalachian Regional Commission concerning the lack of services and resources available to Appalachian blacks. As a result of these efforts, the Commission recently received a $25,000 grant to carry on their program for the next six to eight months.

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Following the opening of schools and growing out of a meeting in Beaufort, S. C., the division director became convinced that there was a potential for black and white high school students in new environments of desegregation to work out their differences. He further concluded that black and white college students could be of substantial assistance to these teen-agers in their own home towns. From these observations a special program was developed to recruit college students for this purpose. Mr. Leon Hall, former SCLC community organizer, was brought on the staff to direct the program.

The two staffers, Wright and Hall, have worked to establish first programs in Mississippi, Georgia and South Carolina with encouraging results. For instance, in Mississippi, the three participating colleges are Jackson State, Tougaloo and Millsaps. Fourteen students from Tougaloo have undertaken this program as their Interim Project of study for the school year. They will be working in their home communities full-time through January 22. Meetings with students have also been held in Florida, Alabama, and Virginia, in an effort to initiate programs in those states.

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Manpower Division

The manpower project focuses on three main areas: 1) labor education, 2) manpower practices, and 3) employment discrimination as a special part of manpower practices. Emory Via is the director of this division, was well as director of the center.

Labor Education

We recognize in the labor education activities that almost no agencies other than some unions endeavor to reach working people on matters that concern SRC. This is especially true in reaching white workers or workers in integrated situations. Our primary focus continues to be on an intermediate range of leaders. We have provided direct teaching services, usually meaning that the project director serves as an instructor. Included this past year have been participations in two one-week schools for young workers, in an institute for public employee representatives and public employers, a regional education program of a national program for national union staff people with civil rights union responsibilities. We have arranged for other members of the staff to take part in education programs such as Paul Gaston's appearance before the Advanced Southern Labor School. The Manpower Program is frequently called upon to suggest resource people for educational programs, to assist in securing such people, to advise on programs' content, and to

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recommend and supply materials. We also attempt to expand the idea of labor education with unions and others. We have paid special attention to trying to interest southern universities in establishing full time programs. We envision this as a long run solution, providing a needed resource which can go far beyond the Council's capacities. We have had extended talks during the past year with several Georgia schools and preliminary conversations with representatives of other institutions. These efforts have been coupled with approaches to selected union leaders. In this same effort, the director arranged and chaired the Labor Education Section of the national meetings of the Adult Education Association; the meeting was held in Atlanta on the topic: "Southern Labor Education." The division director has been appointed to an advisory committee to the new Labor Education Department at VPI.

Employment Discrimination

In relating to problems of employment discrimination, the year has been an interesting one though perhaps too restricted to educational and consultative approaches as opposed to participating in the start of pragmatic efforts to attack the problems more directly. The director collaborated closely with the Louisiana Council on Human Relations in planning, supporting, suggesting resources, and by his own participation in their first equal

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employment opportunity conference. SRC was an important resource in this undertaking and it had educational value for those planning the program (and charged with on-going program activities) as well as for those attending it. Somewhat similarly, we jointly sponsored a program with the Arkansas governor's office aimed at showing the need for greater response by state and local governmental agencies in hiring and upgrading practices. Again we were full participants in planning, providing resources and in all aspects of the conference other than recruiting. The project director also participated as a staff resource in an Urban League sponsored program as part of their apprenticeship outreach effort.

The division director has conferred with senior management of a major national corporation on desirable hiring practices for a large factory which will be built in Georgia. This is largely a matter of manpower consultation, but something of the "leadership project" also in that this was something of an introduction to the region for these corporate leaders.

We have played a small part in attempting to get the various sides together in the controversy in Atlanta about adopting a "hometown plan" for increasing minority participation in the building trades. And we have been consulted by both management and union representatives about other problems related to discrimination.

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The director of the manpower project participated in a seminar for Southern public works officials sponsored by the University of Georgia. Although his discussion was concerned with several aspects of employee relations, a primary focus was on matters related to discrimination. We have assisted scholars on a number of occasions in their efforts to report particular aspects of employment discrimination. Similar services have been supplied for reporters on in-depth stories. The project director has participated in developing data and reports as parts of other studies.

Manpower Practices

The other kinds of manpower activities have been diverse and generally of minimal program consequence to date. The director has participated in a small national level manpower seminar. We are in the process of developing first a core of ideas, then a seminar, and later some action guidelines and proposals that relate to the implementation of new manpower policies. This effort is directed primarily toward the moves to decentralize certain manpower activities thereby placing greater responsibility in the hands of state and local governments. Although decentralization can assist the efficiency of manpower efforts, it can be done even better if there are reasonably sophisticated "watchdogs" (regarding adequacy and discrimination) and persons prepared to play advisory roles in such manpower efforts.

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In expanding the Manpower Project director's responsibilities to include directing the Resources Development Center, we have necessarily reduced the project's activities considerably. Our efforts to hire a manpower specialist thus far have failed.

Other Programs of The Resources Development Center

Largely through the work of Jim Wood, we continued in 1970 to give special attention to the relief and recovery efforts following Hurricane Camille in Mississippi. The U. S. Senate Public Works Committee held hearings, the subject of which was: "Federal Response to Hurricane Camille." We were invited to testify before the committee twice. First at the January hearings in Biloxi where we entered the joint SRC-AFSC Report titled "In the Wake of Hurricane Camille: An Analysis of the Federal Response." Our second testimony was made in Washington in May, and was directly related to proposed new disaster legislation. A new disaster law became effective on December 31, 1970. While this law does not contain all of our recommendations, it is a large step forward. We began in December to work with groups in Mississippi in an attempt to develop a strategy for economic development for low-income families with the ten (10) Mississippi counties most affected by the storm. In August, we went to Corpus Christi following Hurricane Celia. Here we found that administrative changes in the Federal and Red Cross response had brought about vast improvement in the delivery of services to the victims of the storm.

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Recommendations made by us and others have been accepted. Unfortunately, many similar recommendations are yet unheeded.

Through the use of consultants we have done further work in identifying poverty among whites in the region, including an unpublished background study of the characteristics of poor whites in an urban area. Other interests, largely in Appalachia,are referred to in our publications program.

The staff of the Center spent a day in Knoxville with the Senior staff of the Tennessee Valley Authority as a means of both staffs becoming more familiar with the work and resources of the other.

Research Seminar

SRC through its Resources Development Center and the Ford Foundation, through George Esser, held a research seminar October 9-11. A small group of scholars gathered at the Biltmore Hotel to consider research needs related to the economic and social development of the South. Discussion was not limited to those topics which SRC might undertake by itself.

A conscious effort was made to have a variety of disciplines represented. Nineteen persons accepted our invitation to participate. They came from 12 institutions of higher learning,and four agencies with research interests. The invitees were joined by two members

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of the Ford Foundation staff, and eight members of the SRC staff. About half of the participants were new to the Council.

The seminar was important in giving us a new opportunity to think through research needs with people of varying perspectives. It was not a seminar which laid out an agenda of research needs, even though this had been one original aim. It did underscore the utility of what SRC now does and pointed to the need to expand our interaction with existing research efforts. The researchers were, in general, pleased at the opportunity to get to know each other and the Council staff. Our staff has made valuable contacts through this effort with individuals and programs which have already led to idea and data sharing.

If financial resources could be found it would be most useful to carry through with one idea developed during the seminar. This would be to establish a research center as a part of SRC, which could help generate useful research ideas calling for more extensive research than is now generally possible for us, but which would still hold to standards of relatively quick production and high relevance to problems. By using an SRC based research center, we can better select those individuals in institutions and elsewhere who are most likely to be able to perform according to those standards, to insure application of findings, and to provide for more popular interpretation of results where that is indicated.

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Education

The Resources Development Center recognizes that there are crucial problems in education that must be faced. While we have been unable to find the funds for a permanent full-time staff member, we have been active. In the reports of the Community Organization Division and the Leadership Project, there are descriptions of a student desegregation program and efforts to expose and monitor the segregationist academies. We made a small grant to the Norfolk Committee on Improvement of Education. The purpose of this grant was to aid the committee's work in introducing Black History into the public school system.

We sponsored in January a meeting of several agencies, all of whom have at least a regional concern in the area of school desegregation. The discussion was around the immediate problems of Mississippi and the expected problems of the fall term which would come with greatly expanded school desegregation. In the spring, Professor Bickel of Yale announced his retreat. We assisted in seeing that he was challenged. The chief challengers were Charles Morgan, Pat Watters, Hayes Mizell, and Reese Cleghorn. In the fall we worked with HEW and private agencies in an effort to make the Emergency School Assistance Program effective. Closely related to this effort was the holding of several discussions about the creation of a Regional Education Institute that could express our kinds of concerns.

OTHER PROGRAMS IN BRIEF:

We have conferred with two governors elect on establishing state human relations commissions, provided materials to their staffs and hope to interest them enough that we can continue to provide consultative services.

SRC is an initial sponsor of the National Alliance for Safer Cities, and the Executive Director serves on the executive committee of this new program.

We continue to work closely with Ed Stanfield and the Southwest Council on Intergroup Relations, an agency which we substantially formed and staffed during its early stages.

Dr. Raymond Wheeler worked closely with Martin Carr on the CBS documentary on hunger. We are providing assistance to Mr. Carr for a similar NBC documentary on innocent children behind bars.

We have agreed to sponsor a three month trip for the Reverend and Mrs. Theo Kotze of Capetown, South Africa. Mr. Kotze is director of the Christian Institute of Southern Africa. Others are raising funds for this trip, and SRC will administer them.

During the year we received and briefed more than one hundred-fifty foreign visitors.

During the year we have made grants totaling $18,022.50, to thirty local agencies for food and medicine for children. No contributions received by us have been spent by either SRC, or local recipients, for any other purpose.

[1970]

PROGRAM REPORTS

for

MEMBERS OF THE COUNCIL

November 1970

INTRODUCTION:

Attached are very brief program reports which reflect the work we are now doing.

The Council has had a difficult year. It took us some months after January 1, to analyze the new law regarding tax-exempt agencies and to adjust our programs to that law. As a part of the process it was necessary for us to devote considerable time to supplying foundations with information that was adequate for them to release funds they had committed for the year. (From July 20 until mid-October, Mrs. Ruth House Vick, the Secretary-Treasurer, and I had our own schedules disrupted and filled by the presence of three auditors from the Internal Revenue Service who conducted the most thorough investigation ever experienced by the Council. We do not yet know of the results of that investigation.)

Fortunately, the above were essentially administrative duties and left our program staff relatively free. Their work has been, in my opinion, productive and effective. While the following pages reflect this fact, the need for brevity does not allow the reports to do justice to all that has been accomplished. I hope the proceedings of the annual meeting will allow you to learn a great deal more and that you will consider this merely an introduction to that meeting.

Paul Anthony
Executive Director

EXECUTIVE ASSISTANT

The Executive Assistant's primary function is to assist the Executive Director in carrying out the administrative procedures and the program activities of the Council. This year with the creation of a new staff position, that of Administrative Assistant, the Executive Assistant has been able to devote more time to program. These activities include working with all of the existing programs of the Council and frequently acting as a sounding board. He has worked very closely with the Director in the areas of Hunger and State Councils, particularly the Mississippi Council.

He was asked to testify twice before the Public Works Committee of the U. S. Senate. The first time in January in Biloxi, where the Council's report "In the Wake of Hurricane Camille" was entered into the record. This report was jointly prepared with the American Friends Service Committee. The second testimony was made in Washington and was directly related to new disaster legislature.

In August he visited Corpus Christi, following hurricane Celia, for a brief inspection trip to determine whether federal and Red Cross disaster procedures had improved since Camille. The answer is a qualified YES.

The Executive Assistant has devoted some time to school desegregation problems. He called a meeting in January of representatives of the Southern Education Foundation, American Friends Service Committee, NAACP-LDEF, MCHR, and the Race Relations Information Institute. We believe this meeting spawned additional attention to the problem. He also attended a meeting in Baton Rouge where the problem of school desegregation was discussed primarily in the terms of how they relate to the economic growth of Louisiana, but with some concern for individuals evidenced. He assisted in finding funding for an "Offender Aid and Restoration" program in Virginia. This is a program, not so much directed at prisons, but at prisoners as individuals prior to and after their release.

James N. Wood, Jr.

INFORMATION AND RESEARCH

As director of information, I have tried during the year to assist as I could in preparation of publications, to continue the really undefined work of liaison with the press, local and national, and the equally ambiguous job of spreading the good news about SRC among those who didn't know us in the South and such national nerve centers as New York City. Work with the press has included assisting reporters and writers on specific stories, and in some cases suggesting stories to them. I was helpful in calling Pantheon Books people's attention to Tony Dunbar's SRC pamphlet "The Will to Survive" and they are to publish it and his other writing about Kentucky. I have also been involved in the following specific projects:

Writing articles that have appeared in The New York Times Magazine, Yale Review and Dissent. The Times piece was reprinted by the NAACP Legal and Defense Fund and given to all who attended their annual conference.

Completing work on a book which I am calling a personal recollection of the civil rights movement during the 1960's. It is to be published next fall by Pantheon.

Working with a National Educational Television crew on a one-hour documentary about the South which is to be broadcast nationally on December 7. The film includes a long segment on the VEP, with an interview with John Lewis and a scene showing him and Charles Sherrod calling on people urging them to register to vote. I shamble and drawl through the film doing interviews and speaking the narration.

Making appearances and the like attendant on publication in January of The South and The Nation. The book has had some good reviews in prestigious publications, including one just recently by Bob Coles in The New Yorker.

I have been much assisted in these doings by the efficient work of the department's secretary, Miss Lynn Bowker.

Pat Watters
Director

INFORMATION AND RESEARCH

RESEARCH

The Research Department clips and files some thirty newspapers as well as several periodicals. Its Library houses numerous pamphlets, special reports, and books. The Department makes these materials available to other members of the staff, to visiting researchers, and draws upon them in responding to requests for information, especially from the news media.

In addition to these service functions, the Department assists in Council research projects and works with Bob Anderson, the editor of publications, in the preparation of special reports. It completed in the summer the basic research for a new report on violence in the region. It is presently gathering and analyzing material for a major report on school desegregation.

The Department is staffed by a Research Associate (Doris Reed), two Research Assistants (Barnetta Jackson and Joyce Meekins), a Librarian (Bernice Morrison), and a Secretary (Lynn Bowker). The Director of the Department, Paul Gaston, joined the staff in July, taking a leave of absence from his post in the History Department of the University of Virginia.

Paul Gaston

INFORMATION AND RESEARCH

PUBLICATIONS

The publications section of the Information and Research Department, headed by editor Robert E. Anderson, Jr., has published three special reports and four issues of NEW SOUTH. The published reports include a study of violent episodes at Augusta, Georgia and Jackson State University; a report on the mood of black high school students at the beginning of what was possibly the most traumatic year so far in school desegregation; a report on efforts to cripple the Head Start program in Mississippi. Publications in progress include a study of southern health services; a survey of the effectiveness of efforts to bring about equal opportunity in housing in the South; a report on the meaning of race related violence, and a report on school desegregation (see report of director of research).

Wilson J. Minor in the winter issue wrote of the Mississippi schools crisis following implementation of the Alexander decision in early February. The article was widely quoted in Harper's Magazine by Willie Morris, the editor, shortly after publication. Ray Jenkins of the Alabama Journal wrote an analysis of the meaning of the Wallace election in the summer issue. Jack Bass of the Charlotte Observer's Columbia bureau wrote of the trial of Cleveland Sellers, the former SNCC field worker who was indicted in connection with violence at Orangeburg in 1968. In addition, excerpts from the book The Orangeburg Massacre by Mr. Bass and Jack Nelson, Publitizer prize winning report for the Los Angeles Times, appear in the fall 1970 issue.

Other significant NEW SOUTH articles included an exclusive interview by free lance writer William Winn, with Erskine Caldwell, evaluating the South since publication of Tobacco Road 30 years ago; an in-depth look at student activities by three University of Wisconsin professors who are writing a book about the students who participated in the voter registration drives in the south four years ago; an evaluation of Southern churches in the period since the Brown decision by Donald W. Shriver, Jr.; an analysis of the so-called "southern strategy" and its effects on school desegregation, by Hayes Mizell, S. C. state director of the American Friends Service Committee; a

sensitive, scholarly look at the religion of poor whites in an Atlanta white neighborhood, by Harry Lefever, an Atlanta University sociologist; an important essay on the South and efforts by both southerners and northerners to exploit its human development by Richard Goodwin, former political strategist for Senator Robert Kennedy and Senator Eugene McCarthy; a thoughtful, on-the-scene report of hearings in Jackson, Mississippi on the violence at Jackson State University by Harry Huge, writer, and Washington attorney; an in-depth analysis of the options and strategies available to poor whites in Appalachia by Si Kahn, a young community organizer and author of a book on community organization published this fall by McGraw-Hill; a moving human memoir of the late Mrs. Dorothy Tilly, who worked for the Council so many years, by Margaret Long; excerpts from the book, A Mind to Stay Here, dealing with the work of Lucius Pitts at Miles College; a particularly eloquent and thoughtful article on the black writer in the southern experience by Alice Walker, Mississippi writer and novelist; a study of North Carolina labor-organizing by Durham, N. C. freelance writer Elizabeth Tornquist; a study of the aftermath of a mill closing in a small Georgia town, by Kathy Kahn; a study of how blacks, whites and Mexican-Americans in Houston organized around a community issue earlier this year, by University of Houston Professor Harold Nelson; an essay on the southern environment by Frank Smith, director of The Tennessee Valley Authority.

The editor of publications also works in close cooperation with the Director of the Resources Development Center and his staff. Together with the center director, he is exploring ways to best make use of the 1970 census data as it relates to the concerns of the Council.

Robert E. Anderson, Jr.

RESOURCES DEVELOPMENT CENTER

INTRODUCTION

The Resources Development Center was established by the Executive Committee, at the suggestion of staff, to increase the Council's effectiveness in those areas dealing with economic development and the development of the region's human resources. The Center provides for greater coordination among existing Council programs which touch economic and human development programs. It serves as a vehicle for the consideration of new program areas and for the development of proposals for the implementation of such new programs.

We feel that through the Resources Development Center we can better respond to special, short-run needs within the region. Occassionally these are emergency situations, and our role is made more effective by insuring a response which can include several program specialities if required. At other times a particular effort may be of short duration, almost experimental, but giving us experience and helping us formulate ideas for possible future programs either by the Council or another appropriate agency.

Four divisions of the Center make up its main program areas at this time. These divisions are: Housing and Planning, Community Organization, Leadership Project, and Manpower. Special projects which do not fall into any one division are undertaken frequently and constitute an activity area by themselves. The Center is currently interested in the expansion of some of the divisions and is attempting to develop new divisions which will specialize in areas such as education, delivery of health care services, and the creation of meaningful deliberations on problems among leaders who are broadly representative of this changing region. A discussion of existing individual programs follow.

Emory Via
Director

RESOURCES DEVELOPMENT CENTER

MANPOWER DIVISION

The heading "manpower division" more accurately reflects the broad interests of the labor project. Our basic interest in providing adult education to union members and officials continues as does the interest in problems of employment discrimination. This division will seek to become increasingly involved in the whole manpower field but with a special focus on what constitutes good manpower practices and how manpower efforts affect the poor and members of minority groups.

Except for the educational activities of certain union programs, there is almost no other continuing program aimed at reaching working people within the region on those matters which concern this Council. This work, then, is of special importance. Our efforts to cooperate with union groups, to provide consultative services, to work with those few universities with programs, to encourage the establishment of labor education programs at universities, and the promotion of special labor education ideas will continue.

In the area of employment discrimination we are striving to encourage and to relate to efforts that attack discrimination broadly in the sense that patterns are changed which affect large numbers of people. Currently we are working on plans to relate action effort to recent research so that both the Council's activities and those of other groups will be more effective. We feel that the dissemination of research results and action strategies can be useful to local, regional, and national efforts to end discrimination.

There is a need within every state for a better understanding of manpower needs and what constitutes relevant manpower programming. If we can help develop public understanding, serve as encourages of good programs, and if we can be the critics of what is inadequate, we will make a significant contribution to the development of human resources in the region.

Emory Via

RESOURCES DEVELOPMENT CENTER

LEADERSHIP PROJECT

The Leadership Project, concerned with extending the Council's impact upon leadership of various levels throughout the region, was less than a year old as 1970 began but its methods and approaches were fairly well established. Using its own mailing list of 5,000 carefully-chosen names of civic, business, religious, union, grass-roots and other leaders as well as SRC's regular lists, the Leadership Project was doing its work principally through South Today, a tabloid-size monthly digest, and occasional other publications, such as the booklet entitled The Chickenbone Special, second in the Leadership Series, published in March. Those in the Leadership Project also were participating in the general activities of the Resources Development Center and the Council in general.

South Today, with 16,000 copies monthly, is the principal vehicle for Leadership Project reports on regional problems. This publication continues to find good response from readers. Perhaps more importantly, it consistently attracts the attention of the regional and national press. It has become the most widely quoted publication in the South. Newspaper and magazine coverage of its reports give these analyses of Southern problems the additional impact of millions of readers.

Among the Leadership Project reports which have appeared in South Today during 1970 were those which critiqued Florida's state programs dealing with migrant workers; disclosed widespread ownership of slums by state and local welfare departments; explored the plight of local-government employees, such as garbage workers, and the need for better city hall methods of dealing with the lowest-income workers; revealed for the first time nationally the Treasury Department's use of agents to obtain names of borrowers of certain library books, a practice which was halted because of the disclosure; showed that "segregation academies" are busing more children and busing them further than public schools; examined racism in Hollywood films and in Southern college and high school athletics;

studied the Catholic Church's performance on Southern social problems; and reported on the price of pollution and corporate collusion with government in the despoliation of Amelia Island, Fla. In addition to these special reports, South Today published numerous other articles of its own on Southern problems, as well as reprints of significant articles appearing elsewhere.

To enhance its use by libraries and by scholars, South Today has now issued a 17-page index of its first year's issues and this has been distributed to 1,100 libraries as well as to others.

During the year the director of the project testified before the Mondale education subcommittee on the subject of segregated private schools. The IRS has taken a first step toward denying such schools tax exemption, as advocated for some time in Leadership Project reports on the schools. The Project continues to monitor this important subject.

Reece Cleghorn

RESOURCES DEVELOPMENT CENTER

COMMUNITY ORGANIZATION

The Community Organization Project, in keeping with the purpose and goals of the Resource Development Center, will focus a major portion of its time and resources upon the area of economic development during the 1970-71 program year. Towards this end, the following priorities and goals have been established for the Community Organization Project:

(1) To develop an ongoing file (report) on all Southern economic development endeavors.

(2) To serve as an information and service center for emerging and existing groups engaged in community development.

(3) To motivate creative programs which will use indigenous resources in fostering economic and community development.

(4) To disseminate pertinent information and publications to groups engaged in Community Development.

The Community Organization Project activities of the past few months are consistent with the project goals and priorities.

In the area of field orientation/program review, I have reviewed economic development projects in Beaufort, South Carolina and West Point, Mississippi. I have also attended two economic development conferences, one at Penn Community Center, Frogmore, S. C., and the Conference on Minority Financing at the University of Chicago. The information gathered from these and subsequent field trips will be used in developing the economic development file.

For the past month, the resources of the Community Organization Project have been focused on the area of program development. The Community Organization Project is attempting to utilize college volunteers from throughout the South as resource personnel for secondary students involved in school desegregation. Leon Hall, a former SCLC organizer has been employed to coordinate the project.

Clarence Wright, Jr.

RESOURCES DEVELOPMENT CENTER

HOUSING AND PLANNING

The Housing and Planning staff, consisting of Moreland G. Smith, Director; Arthur Campbell, Associate Director; and Horace Barker, Staff Assistant, has undertaken the following activities during 1970.

We have surveyed a number of regional and sub-regional housing groups working in rural areas and/or small towns. A study of the Farmer's Home Administration by Bill Winn, is an outgrowth of that survey. Hopefully, the study will suggest geographic areas where programs would be beneficial.

The program is providing assistance to a group of Fairfield, Alabama residents who are interested in sponsoring a low-income housing program. We have advised the group on possible courses of action and have arranged for a consultant from the Foundation for Cooperative Housing to advise the group concerning its eligibility for a low-income housing project and the necessary steps to pull together a corporation.

We have been assisting a Georgia Tech graduate student in his research of planning problems associated with racial transition of residential neighborhoods. We intend to publish a report based on this data which focuses on six Atlanta neighborhoods.

Horace Barker has been collecting information on the problems of equal housing opportunities, beginning with a study of state and local fair housing laws in the South and the enforcement of the federal open housing act of 1968. The study will include a list and discussion of community organizations throughout the South that are working to promote open housing.

We are also doing background work for organizing a metropolitan entity to promote fair housing in the metropolitan Atlanta area.

We are reviewing SRC's association with the Panola Land Buyers Association primarily through the Federation of Southern Cooperatives. Our goal is to assist the association in developing immediate and long-range plans for its 1164 acres in Sumter County, Alabama.

In addition to the above activities, the Housing and Planning staff has been working in the following areas:

(1) Advising the Low-Income Housing Development Corporation of North Carolina on land banking operational techniques and how it might be used for housing development.

(2) Serving as Housing Advisors to the Urban League's regional office.

(3) Prodding AIA and AIP on social awareness in Georgia and the United States to implement their avowed social responsibility.

(4) Advising New Communities, Inc., Albany, Georgia in planning layout for land utilization for housing, light industries and commercial purposes in the implementation of utility plans, sewer, water, electricity and gas.

(5) Advising Tuskegee Institute on their interest in Tuskegee's Model Cities.

(6) Pushing regional agrarian medical service delivery in five-county area ajoining Tuskegee Institute.

(7) Continuing efforts to get in operation the Atlanta Regional Plan Study by Doxiades.

Moreland Smith

[1970?]

M E M O R A N D U M

TO: Special Review Committee

FROM: Jean Fairfax

RE: Proposed Model for the Southern Regional Council as a Community Action Agency

Rationale:

1. Legal victories and the civil rights laws of the past decade have not substantially changed the status of Americans at the bottom of the heap relative to other Americans. A permanent black underclass in America is a frightening possibility.

2. The increasing despair about the viability of the American system can be counteracted only by visible and measurable improvements in the status of minority group citizens and the poor which they experience as the closing of the gap between themselves and affluent white Americans.

3. This will require the identification of key issues, the careful selection of targets, the development of sophisticated strategies, the mobilization of resources for change agents and maximum use of the mass media as vehicles for the restructuring of the economic and social order.

4. It is futile to expect that the "revolution," interpreted as the restructuring of the South's social and economic system, will come about from efforts to persuade current power structures to reform themselves.

   Such modest hopes as we have lie more in:

   (1) Empowering the powerless

   Knowledge is power; i.e. insight into what is wrong with the system and information about citizens' constitutional rights can be a powerful tool for change. The sharpening of skills, the strategic use of information and the mobilization of human and technical resources can be translated into power.

(2) Strengthening the hands and securing the power of new leadership

It is essential to secure the tenure and the power of newly elected Black office-holders and of whites who are committed to economic development, shared power and equal opportunity. Unless they have the confidence and support of a broadening constituency and can produce results, their ability to effect change will be limited.

5. SRC brings the following strengths to this task:

a. Commitment to change and to the "New South" - whatever that means!

b. Channels into many "communities" of change agents;

c. Credibility with national foundations, the mass media, universities and other resource producers;

d. An enviable reputation for fact-finding, documentation, analysis, interpretation;

e. Although SRC may not have the confidence of the activists or the poor (many of whom do not even know of SRC's existence), it does not seem to be the target of their hostility either!

Structure and Program

1. The Council would be reorganized into a series of panels or commissions around such issues as: education, urban affairs, rural development, housing, land use, and economic development, manpower, helath, the administration of justice, etc. These units would be composed of Council members plus specialists or laymen who would be officially appointed on the basis of their anticipated contribution.

2. These advisory bodies would work with staff in developing an active on-going program in the above areas which would involve: advising citizens of their rights, monitoring key Federal programs, identifying major policy issues, developing strategies to achieve specific objectives, etc.

3. Each year the Council would choose two or three areas for major focus. "Major focus" in constrast to an "on-going program" would mean significant investment of SRC resources for: an in-depth study of a problem and a publication; a monitoring project which could involve local citizens in a self-study of a problem or of the implementation in their communities of a

key Federal program, the results of which would be released as an expose; extensive use of mass media (television documentaries, feature stories, radio shorts); testimony before Congressional committees, strategies focused on state capitals, etc. Within a 3-year period each Commission would be cycled in at least once for major focus although some projects would be more extensive than others.

4. From time to time SRC would convene a special task force on a public policy issue which has South-wide implications and which cuts across the above program units. These task forces would get the facts, develop a position and then educate and mobilize citizens for action on a South-wide basis. For example, in the winter and spring of 1971 two task forces could play an important role in raising the level of public discussion: a task force on revenue sharing which would produce an analysis for public debate by concerned Southerners and a task force which would conduct its own investigation on the Appalachian Regional Commission, hold hearings and then make recommendations about its future. In recent years task forces on hunger and on income maintenance could have contributed a Southern perspective to a national debate. The work of a task force would have an action goal: to develop or change public policy in re a particular issue or institution. In contrast to a Commission, a task force would have a limited life which would be determined by its purpose to educate and mobilize public opinion about an issue of concern to Southerners. Some task forces would deal with issues under state or local control and might develop model state statutes or municipal ordinances.

5. SRC's research function would be a back-up for community action. Research and information staff would do the in-dept studies needed for community action projects, service the task forces, prepare community action kits for field work; get the stories out.

6. The annual meeting would be more like a convention; i.e., working sessions for the Commissions and a business meeting for the Council. Commissions would have the right to propose (or elect) members to the Council. Perhaps 1/3-1/2 of the Council could be directly nominated or elected by the Commissions.

Staff

1. Each Commission would have a staff person who would have the responsibility to implement the action programs. In addition, it would be highly advisable to have a few community organizers who are generalists and skilled in community development in the broad sense. Their job would be to help communities

establish their own priorities - perhaps developing programs which overlap the specialities of the Commissions - pulling in the SRC specialists at the points where they can be most relevant with their technical assistance.

2. Research information and publications would be one unit with staff chosen for their skills in action-oriented research and information.

3. SRC should build into its operation a first-rate internship program which would provide opportunities for young Southerners to develop skills in effecting change.

[1970?]

M E M O R A N D U M

TO: SRC Review Committee

FROM: Harold Fleming

SUBJECT: A STRATEGY MODEL FOR EFFECTING INSTITUTIONAL CHANGE

At various times in its history, changing circumstances have confronted the Southern Regional Council with the need to re-examine its assumptions, structure, and functions in the light of new imperatives. This is such a time. Within the past ten years, the legal and political context within which SRC works has changed radically. The black community has developed new strengths and new dynamics; some former alliances have disintegrated and others are under severe strain; strategies and methods once generally accepted have come to be viewed as obsolete and ineffective; private resources for work in this field have been severely curtailed; the Federal Government has retreated from earlier policy commitments to affirmative action to a laissez-caire position or worse. These and other major changes require that all established organizations concerned with social change re-evaluate their roles and methods.

This is an attempt to suggest, in bare summary, a way of recombining and strengthening SRC's most valuable elements so as to achieve the following objectives:

1. Build on the demonstrable strengths that SRC has developed and for which it is publicly recognized.

2. Involve the members of the Council more deeply and creatively in policy decision-making, program development, and implementation.

3. Strengthen SRC's working ties to activist groups and grassroots work in community development.

4. Integrate the various talents and functions within SRC around specific strategies directed toward specific results, so that there will be concerted and persistent efforts to achieve clear-cut objectives.

5. Employ the many unused or under-used networks of manpower and potential commitment across the South.

Basic Operating Concept

The most suggestive analogy for what is proposed here is the approach popularized as "Nader's Raiders." Nader and his emulators have provided an impressive demonstration, especially in the field of corporate responsibility, of what can be accomplished by aggressive investigation, dramatic expose, and follow-through in concert with activist groups. SRC has well established competence in each of these areas. What is needed is a more conscious, planned, coordinated use of these competences. This will require changes in both policy and program procedures and in staff organization.

Policy Procedures and Program Development

The Council membership is an under-utilized body, a fact that has caused dissatisfaction and frustration within SRC. This has always been a problem to some degree, but it has now reached acute proportions. This proposal envisions a role for members that will not merely ease discontent but will contribute substantially to the effectiveness of the operation.

Members should serve, not just at annual meetings but year-round, on task forces selected on the basis of special interest and competence, to work with staff on the development of program strategies. If, for example, the Council decided to devote major and continuing effort to the issue of the "segregation academies," a task force for this purpose would be appointed, consisting of appropriate members (e.g., educators, school board members, journalists.) The staff (in this case, perhaps the director of the Leadership Project) would prepare a working paper outlining the known facts of the situation, the investigative task to be done, methods of publicizing the results, key individuals and groups to be activated, target groups on whom pressure should be brought, estimated time-table and costs, and hoped-for results. The policy task force would then review, modify, or supplement the proposal in consultation with the responsible staff members. It would periodically review progress and make further inputs as the project unfolded.

The day-to-day work of the project would be carried on by a staff team including the requisite skills -- investigation, information, community organization, liaison with other groups, etc. The team would work together across "departmental" or jurisdictional lines under the director of the designated project manager to carry out a closely coordinated effort. Whenever possible, professional staff would be supplemented by outside resources--e.g., law students for the investigative activity, state council members for local intelligence. The

central service functions of SRC, such as the research and publications and information staff, would be available to this and other like projects.

Obviously, SRC could not simultaneously undertake programs of this kind addressed to every urgent problem of the region. Depending on budget and manpower, a rigorous and even painful degree of selectivity would be essential. It should be the function of the Council as a whole to consider and decide on the broad areas of program priority, leaving to the task forces and staff the development of detailed project strategy, and to the Executive Committee oversight of the total administrative and program operation between annual meetings.

Staff Organization

As previously indicated, the major staff functions (aside from administration) would be four-field investigation; information work through publications, the mass media, and other channels; "research" in the sense of analysis, storage, and retrieval of background information; and community organization in the sense of stimulation of, liaison with, and technical assistance to specific action efforts. The staff structure would logically be organized around these four basic functions, although, as pointed out above, major project teams would cut across these organizational lines. A word about each of these functions:

Field Investigation. This is by no means a new concept to SRC. But in the past, investigation has tended to be a mainly journalistic enterprise and has been intermixed with the research and information function. In this model, it would be seen as a distinct function

(whether carried out by lawyers, journalists, or whoever), the purpose of which is to uncover facts that can be used in a variety of ways in addition to publications and mass media--for example, to generate and support litigation or administrative proceedings, to provide documentation for Congressional committees, to furnish ammunition for action groups, to undergird local community development efforts, or simply to prod influential leadership that has managed to keep itself comfortably uninformed and inert. In developing and staffing this function, SRC should add to its own experience that of the Nader operation and its progeny, such as the public interest law firms and the various new consumer-advocate groups. It should also increase the outreach of limited professional staff by tapping the supplementary manpower represented by Council members, State Councils, Law Students for Civil Rights and other young people eager to be enlisted in meaningful social efforts.

Information. SRC's staff talents and prowess in this field are unexcelled. This proposal requires only that this capability be meshed more integrally into result-oriented strategies. Given the scarcity of resources and the urgencies of the day, information for its own sake--however great its literary or humanistic merit -- is probably a luxury that cannot be affored. Information must be regarded as a tool to be applied, along with other leverages, to the achievement of overdue institutional changes.

Community Organization. This is a promising but relatively new program area for SRC, currently expressed in the multiple concerns of the Resources Development Center. Again, what is needed is sharper focus and integration with other SRC functions in carefully planned strategic projects. It should also be raised to parity, in terms of staff and budget, with the other functions of SRC. It would be totally unrealistic, however, to regard this function as one of delivering services to communities or community groups throughout the South; no conceivable amount of private resources can make a dent on this huge task; nothing short of major public programs and funds can do that job. Therefore, it is proposed that the community organization function be addressed to generating and rendering technical assistance to a relatively few, carefully selected community development activities in such fields as housing, education, and economic development. One aim, of course, would be to contribute to the success of the individual efforts. But the broader strategy would be to learn and document the ways in which the "system" works or does not work fairly and effectively for the black and the poor. The knowledge and specific examples thus gained should be grist to the program mill as described in this proposal.

A related function is "field work"--maintaining liaison and benevolent conspiracies with the many other groups, black, white, and integrated, that are working in SRC's sphere of interest. This is essential to follow-through and action phase of the strategy programs.

Research. As already indicated, the research function would--much as it does not--undergird all of SRC's program activities. The difference would derive from the proposed changes in program development and implementation. For example, the emphasis may shift somewhat away from responding to ad hoc requests from staff and outsiders toward initiating more survey-type data collecting or more systematic assembling of information about a given issue to back up a longer-term effort.

One function that hopefully will continue and be reinvigorated is SRC's version of "think tank" activity. Thoughtful papers embodying analysis, commentary, and recommendations in important areas of public policy have been a major contribution of SRC. Some of the "Special Reports" and special documents, like The Federal Executive and Civil Rights, exemplify SRC's contributions in this field. Once more, it should be pointed out that this is not conceived of as a discrete, isolated staff function; it should draw on and feed into the concerted program activities that have been outlined above.

Other Considerations

State Councils on Human Relations. The knotty problems of SRC-SCHRs relationship are beyond the scope of this specific proposal. But it can be siad here that, where strong, functioning state councils exist, they should play an integral part in SRC's program strategy. This would suggest that, however the formal relationship ends up, it will be to SRC's self-interest in whatever ways are possible to nurture and work closely with the effective state councils; provision for this

continuing involvement should be built into the field staff function discussed above under "Community Organization." In states where there are no successful SCHR operations, and no apparent prospect of any, SRC should seek other organizational relationships that will give it access to the kind of people who constitute state council membership elsewhere.

Structure. Aside from the reorganization of staff function previously recommended, this proposal would impose no specific need for change in the SRC structure. A membership of one hundred is clearly an arbitrary figure, and might be altered somewhat, upward or downward. But the plan outlined does imply the need for a policy group of substantial enough size to provide a variety of representation--in skills, interest, and geographic location--so that appropriate membership task forces can be established to guide project activities. Moreover, the Council should be large enough and representative enough of SRC's natural constituencies to provide the right kind of deliberative body for the determination of policy and program priorities. These considerations suggest the desirability of retaining the present structure, but with emphasis on utilizing it more effectively. Finally, it might be noted that there is nothing in this proposal that points to the desirability of SRC reverting to its earlier pattern of a general membership organization.

Staff and Budget. Any attempt to translate this proposed method of operation into precise staff and budget figures should await the Council's decision on this and other possible alternatives. It should

[1970?] SRC Rev. Committee

INTRODUCTION

Frank E. Smith

The Southern Regional Council came into being because Southerners of goodwill, both black and white, needed an organization through which they could work jointly for the elimination of racial discrimination and racial division in the South. The goal of the Southern Regional Council has always been equal opportunity for all citizens.

Black leaders from over the South, in their historic meeting at Durham, North Carolina, in October 1942, called for a "way of life . . . that will free us all, white and Negro alike, from want, and from throttling fears." This initiative led to the founding of the Council in 1944. In its nearly thirty years of existence, Southern Regional Council has played a major role in helping to achieve the changes that have moved toward implementing those goals.

Today Federal law specifically forbids discrimination, thanks to action by the judicial, legislative, and executive branches of our government. Many imperfections remain in carrying forward the intent of law, but there can be no reversal of the commitment to full and equal opportunity.

Much has been achieved, but much more remains to be done. It is obvious to all of us that all our citizens cannot have equal opportunity under the law unless they enjoy full economic opportunity. The letter of law may end overt discrimination, but the process of justice itself must provide equal justice for all in actual practice.

The elimination of segregation in education is a major step forward, but it must be matched by full education opportunity for all pupils within a school system that is structured to eliminate all possibilities of discrimination.

To meet the needs of a changing South, it is obvious that the Southern Regional Council must from time to time review and restructure its program. It is in order to more effectively meet the challenges of the next decade that this committee makes the following recommendations for change in the policy and structure of the Southern Regional Council.

REPORT OF THE EXECUTIVE COMMITTEE

to the Members of the Council
in Annual Meeting
Atlanta, Georgia

November 13, 1968

Since the last Annual Meeting your Executive Committee has met four times to supervise the work of the staff and otherwise conduct the business of the Corporation.

Immediately following last year's Annual Meeting the Committee chose to meet on the weekend of December 1-3, to conduct a thorough review and evaluation of the Council's programs and projects. We were particularly anxious to do this before a new proposal was submitted to the Ford Foundation. The proposal, just approved by the Ford Foundation, was largely a result of this weekend of work.

In other action, the Committee prepared a resolution on behalf of the Council for Mrs. Clement on the death of Dr. Rufus E. Clement; elected Dr. Frank Graham as a Life Fellow since this action was inadvertently overlooked at the Annual Meeting, and instructed the staff to make every effort to have Dr. Emory Via accept a permanent position with SRC. Happily, he has since done so.

In keeping with the request of the members the Executive Committee prepared a statement re-affirming the interrelationships between our regional concerns and the national and international scene. That statement is appended to this report.

In January, two new members were welcomed to the Committee. They are: Dr. Samuel Cook of Durham, and Mr. Frank Smith of Knoxville.

At that time the Committee also considered the recommendation of the Members that plans be devised to have greater participation in Council affairs by all the Members.

Accordingly, a Program Committee was appointed and the new format of this meeting is the first result of its work. We are grateful to the Committee for the time it has devoted to this assignment. So, too, A Lillian Smith Award Committee was appointed and you will hear tonight the presentation of that award for the first time.

Our April meeting was held two days after the assassination of Dr. Martin Luther King, Jr. This tragedy overshadowed any business before the Committee and work was held to a minimum. A message on behalf of the Council was sent to Mrs. King and the decision was made to run as advertisements a statement from the Council in the New York Times and the Atlanta Journal and Constitution. You were sent copies of that statement.

Throughout the year the Committee has spent considerable time discussing the relationship between SRC and the State Councils on Human Relations. A special committee of three SRC Executive Committee members and three state Directors met to determine the viability or non-viability of Counsils and their report was heard

and approved at our September meeting. We hope shortly to act further and determine support for each state Council next year, now that we know of the commitment of the Ford Foundation. We are concerned at the small amount of funds available, but shall use them as wisely as possible and shall attempt to seek additional resources for this purpose.

At our September meeting the Executive Committee approved certain changes in the Department of Information and Research. Two co-equal positions were created under the supervision of the Director of Information. These positions are: Editor, SRC Publications and Director of Research. Robert E. Anderson, Jr. was appointed Editor, and Mrs. Glenda Bartley was appointed Director of Research. These two appointments are important to the Executive Committee for a number of reasons, one of which is the recognition of the remarkable contributions Glenda and Bob have made to the work of the Council. Congratulations to you both.

Throughout the year, the Executive Committee has enjoyed the support and cooperation of the staff as we worked together in difficult times. Our admiration for the staff and for our Executive Director has mounted as we have observed their skill, their competence, and their commitment to the Council and to the southern region. They are a marvelously talented and articulate group, unique in the South and perhaps in the country. My

own devotion to them and appreciation for their accomplishments is difficult to express. I know you share my feelings, and your best efforts in the next two days of conference and deliberation will, I am certain, give voice to your confidence in the staff and in the future of the Council.

I have just now reported to you, as objectively and completely as I know how, the work of your Executive Committee during the past year. Shortly, you will begin your own analysis of the Council, which will lay the groundwork for a stronger and more effective organization in the years which lie ahead of us.

I shall not have completely fulfilled my responsibility to you without an attempt to share with you some of the insights and some of the concerns which have inevitably developed in my own mind during my work with the Council and with others of you in the southern region during the past year.

It is important to me that you understand my appraisal of the climate of our times as it relates to the Council and to the role it must take in the future. But first, I would like to summarize briefly what seems to be the predominant viewpoint of many thoughtful liberals today -- both black and white. Their thinking, while not identical with my own, must necessarily influence it greatly.

One prominant liberal leader describes our

predicament in these words: "Never has our society shown such rapid degeneration as in the past year. It looks as if we are on the road to self-destruction, so intense are the group antagonisms." What she said is what we all have read of the polarization of our society between right and left, white and black, with ever decreasing channels of communication.

Others have pointed to the phenomenal growth of the Wallace Movement as impressive and even incontrovertible evidence of the shift to the right in the attitudes of millions of white voters -- a shift based primarily on and motivated by the white man's hatred for the Negro.

In the fifties Communism was the scare word, used effectively to frighten both the informed and the uninformed, to shatter our faith in the strength of a democratic society, and to insulate our minds against progressive thought and against recognition of the need to improve the human condition. Today, Communism has been replaced by the phrase "law and order," another code for regression and repression, used as a justification for avoiding a constructive approach to the social problems which beset us.

The increasing power of the far right in the political spectrum has become another reason for pessimism and alarm. It is based on the growing influence of the Birchites, Strom Thurmond, and Max Rafferty on the form and thrust of one of the two major political parties, to say nothing of the flood of young supporters who have been

caught up in the Wallace Movement and other right-wing organizations.

The War in Vietnam has become increasingly repugnant to Americans of all political persuasions. It has deepened the schism between our people and their government and has increased the anger and frustrations and fears of great numbers of people. This is true, I think, but I suspect that the major reason for our distaste of the war is not what it should be -- that it is an immoral exercise in power politics, capable of destroying an unlimited number of human lives for morally unjustifiable ends. Rather, I regret to say, the war is repugnant because it has become expensive, painful, and impossible to win.

This, it seems to me, is generally how the climate of our times is portrayed and likely with great accuracy. The question is whether it is accurately interpreted. Are we correctly analyzing and interpreting the facts as they unquestionably exist?

Perhaps the swift succession of shocks and horrors of the past year has distorted our judgment. Perhaps all is not lost. Perhaps there are new insights to be had which will give us different and more effective direction.

We should remember that our society has always been polarized. There have been for a hundred years a black and white community. The white has been larger, more

powerful, insensitive and cruel, and repressive. The black has been small, and until recently, apathetic, silent -- thinking and feeling then as it does now, but inarticulate and unresisting -- no significant communication existed between them.

With the advent of the civil rights movement of the late 50's and the early 60's, contact between the two became abrasive and the confrontation brought awareness, resistance, and for the first time, real communication. With painful encounter, there has come more understanding, more soul-searching, and a better opportunity for eventual unity.

The Wallace Movement should hardly be a surprise to us. The people who comprise it have always been there, inarticulate and without the shrewd leadership which has now given them cohesiveness. In my city, an analysis of nearly 20,000 white voters who registered this fall disclosed that most had never registered before. They had been in that city all along, untouched and unsought by the kind of leadership which might have offered them a different sort of salvation than Wallace promised them.

To say that all of those people which now make up the Movement to the right -- are there primarily due to racial attitudes -- is an oversimplification.

As David Riesman points out, the United States has always been a conservative society, but reasonably generous, apathetic, willing to put up with change. Now

the great bulk is caught in a squeeze between the right and the left, both of which have adopted extremists measures most people don't understand and are unwilling to tolerate. Poorly informed, inarticulate, confused, and fearful, they turn to the leader who provides an assurance and self confidence which is conveyed by simple, electrifying answers to complex problems.

I find it difficult to believe that most white people in the South or in our country, are basically racist, that is, motivated and nourished by the necessity to hate other men. There may be 5-10% of white and of blacks who are filled with an unreasoning anger and perfectly willing to destroy the system and the society in order to relieve their own pain. Most of the rest share none or little of these feelings, but their problem, both black man and white man, is that neither knows how to distinguish -- the black between racism and ignorance, and the white between destructive hate and determined but constructive militancy -- and so, in their searching, they move further apart.

Riesman, to whom I referred earlier, points out that there is ever present resentment by the conservative majority to any definition of American society sharply at odds with its own -- a resentment toward scientific, smooth, well educated man who understands the modern world and even profits by it. This is an anti-intellectualism exemplified by the anti-floridation forces or the vote against a school bond issue.

The South has a similar politics of resentment based on the issue of race. This permits the development of a counter-establishment in opposition to moderate, upper-class paternalistic whites who do not feel threatened by the Negro and even permit or advocate a certain loosening of racial restrictions. These whites can and have been pushed out of authority by less affluent segregationists.

Mr. Riesman points out that only under certain conditions like an unsatisfactory war, do these local pockets of resentment coalesce into a national movement and he says that today they are reacting to the widespread and not wholly unrealistic feeling that there is no one in charge in America -- that the country faces dissolution and anarchy.

The people about whom Riesman is talking are fearful of our impotence abroad and they also fear for their lives and safety at home. Their cry for law and order is not entirely a code phrase for the racist demand to put down black anger although it is certainly being exploited as such by many who find it politically profitable to do so.

It is these people who populate the metropolitan area neighborhoods that are frequently contiguous to Negro slums. Their concern with street crime is personal, real, and daily. Some of them are firemen or policemen who fear being ambushed. Others are small merchants trapped and afraid in the ghetto.

Ninety-four per cent of white working class Americans have no education beyond high school and 45% have not completed the eighth grade. Public concern today dwells chiefly on the educational disadvantages of blacks and this is not unnoted by the uneducated, resentful white man.

In the South there are as many white poor as there are Negro, but the white man hears and believes, even though incorrectly, that poverty programs are for Negroes.

Where desegregation has taken place, the poorer, uneducated white, least able to cope with the change, has become the most involved. Upper-class neighborhoods stay lily-white, white public housing is desegregated. Restaurants, movies, public pools, and golf courses are desegregated. Country clubs, private swimming clubs, and dining clubs remain all white.

Mr. Wallace and Mr. Nixon have not been incorrect in talking about the forgotten Americans and it is no wonder that a significant number of them have turned to the right for recognition and leadership.

Contemporary liberal leadership in this country has failed in its responsibility to a great mass of white Americans as well as to Negroes. It has led us into a war on the other side of the world and abandoned its underpaid, undereducated, and unfairly taxed constituency among "small people" who have previously provided the votes that made liberal government possible.

Whatever progressive social legislation has accomplished in recent years has been primarily in behalf of the black poor, or at least I suspect the white poor see it that way. And, so long as there are more poor white voters than black voters, liberals who alienate the whites deal defeat to the blacks.

Whenever we are able to convince poor whites that socially progressive programs are in their interest also, we shall again have their support. Low-income and low-middle-income whites, like the black poor, are also possessed by a sense of powerlessness, are also alienated, are also resentful, and their backlash may actually be a plea to America for help.

Increasingly, and with reluctance, I have begun to accept the statements of thoughtful black people who say that an integrated society on terms mutually acceptable to whites and blacks, is likely not yet possible. There is little evidence that the white man has willingly shared or given us any significant amount of his power and, where he has, he has done it, not because he believes it is right, but because he has been forced by circumstances to do it as the more desirable alternative to social or economic disruption. It is not difficult to understand the point of view that advocates a turning inward by black people to their own community strongholds where they will attempt to create for themselves the kind of economic, social, and political power that can enable the black to confront the white on equal terms. He demands

the right to make his own decisions, to take risks, to make errors, and to shape his own destiny without paternalistic assistance which barely disguises an effort to control the direction and the speed of the progress the establishment is willing to permit.

Perhaps we are somewhat naive in our understanding of human nature, if we expect that any man, black or white, will willingly give up power he already possesses. If so, then like it or not, whites who are impatient for an integrated society, may have to wait, as the black man "does his thing," hopeful for his success and frustrated by our own inability to participate.

But as we wait, there is much to be done which can make the task of the Negro easier, as he seeks to achieve his rightful share of power.

Liberals, rather than urging bigger slices of the education, political, and employment pies for black Americans, must begin to find ways to bake bigger pies, thereby helping all without punishing any. In this process, we can create more power and more effective political representation which can then be shared by black and white.

White racism as a battle cry with which to wage war against black poverty will be largely ineffectual. A people who consider themselves reasonably decent and humane will not be moved -- on the contrary, they may become more hostile and resentful, and turn for leadership to those who respect and justify them as they are.

We must begin to look for ways to achieve a new coalition of the discontented -- both black and white. Instead of talking about crime, riots, and violence, we must talk about the aspirations and the concerns which we all share.

We must talk about a disgracefully inferior educational system, about black and white crowded and ill-equipped classrooms. We must make them understand that segregation is only one reason that we have poor schools -- that another is simply the stubborn and selfish unwillingness of the business and political leadership of the country to pay for the kind of schools our children deserve.

We must talk about job opportunities for all, not just dead-end jobs but meaningful work that does not limit the future to the worn and despairing patterns of the past. And we must help the country to understand that the reality of full, meaningful, adequately compensated employment in this country means a golden economic age, the likes of which we have not yet seen.

We must try to help people understand that a guaranteed adequate income for those who cannot work is not a give away to the lazy but a provision for the helpless, white and black, which is a mark of our compassion and our civilization.

We must look at the great mass of disenfranchised voters in the South and realize that, by no means, are they all black. The average white Southerner, too, has been

lied to, tricked, robbed, and misled by a plitical leadership that has persuaded him to vote against his own self interest and the interest of all of us, white and black.

The greatest evil in our country today is not racism but ignorance. I believe unconditionally in the ability of people to respond when they are told the truth and we have not yet found a way to see to it that they hear the truth. We need to be taught to study rather than to believe, to inquire rather than to affirm.

This is the great challenge to black and white southern leadership. Our basic philosophy is clear. We do not need a new one. We are committed to an integrated society for, in a truly democratic society, there can be no freedom without integration. Our task, then, is to nurture and strengthen the newly developing political strength among both young blacks and young whites who have already made a magnificent contribution to the struggle for a more humane and just society. But further, we must try harder than ever to reach the great mass of the uninformed whose basic interests are no different from our own, if they but knew it. We have to find ways to establish communication and to disseminate the facts.

Obviously, we have not yet found those ways. I don't have the answers for my own questions, but I have great hope that here -- with your sensitive minds, your deep concerns, and your knowledge of the region -- you can find for the Southern Regional Council, a new and more effective

role among our people.

Give us responsible, disciplined participation. Leave with us new goals and specific methods by which they can be achieved. I assure you that your staff and your Executive Committee will give them the most serious and detailed consideration.

Raymond M. Wheeler, M.D.
Chairman

We note that our commitment to regional development and racial justice in the South become increasingly entwined with events of the nation, and indeed with the problems of the world. This interrelationship has become so strong that it is now difficult to restrict our thinking and comment to the South.

American freedom of movement has caused problems of this region to appear in new and sharper forms in urban ghettos all over the country. The resultant explosions of frustrated people during the last two years have induced new attitudes among Negroes and whites alike, attitudes which are quickly reflected back into the region. Increasingly, the same attitudes afflict the nation and the region.

National policies, or the lack of them, to deal with the problems of American cities and rural areas, and to offer assistance and rehabilitation of the poor affect this region significantly. We note with regret and concern the lack of leadership this region has offered for development and support of programs which we need as a nation. We remind the leaders of government and business in the South and in the nation that, even now, the search for sound measures is infinitely valuable.

The continued existence and increasing awareness of racism in this country has the most profound importance in our dealings with the nations of the world. We recognize that the struggle of minorities in this country for equal opportunity is often equated with the struggles everywhere of peoples seeking independence and self expression. We recognize the grave significance of color in these struggles in this country and throughout the world.

It is tragic that this richest of nations has not developed a society free of fear, hunger, and want. We recognize the impact of this failure on the billions of people in fear, hunger and want throughout the world.

We call on our nation to recognize these matters, to adopt programs compatible with both the need and the potential of this great country, to resolve honorably and swiftly, with new and imaginative approaches, the international conflicts in which we are involved and to take the lead in achieving the greatness which is in man universal.

[Jan. 30-31, 1971]

(2)

MINUTES OF

SOUTHERN REGIONAL COUNCIL MEETING

The Review Committee of the Southern Regional Council met at the Sheraton-Biltmore Hotel, Atlanta, Georgia, beginning at 2:00 p.m. on Saturday, January 30, and ending mid-day Sunday, January 31.

These notes deal with the Saturday night and Sunday session and are very general. Among the concerned areas were: (1) SRC relations; (2) the groups and/or agencies which SRC influences; (3) the relevance of those relationships; (4) the perception of SRC by relevant black or black-oriented organizations; and (5) council membership and constituency.

Several concerns about the lack of integration at the senior staff level of SRC were voiced, and a motion was passed suggesting the prompt integration of the senior staff. Some members were negative and other abstained. They were not, however, against the principle involved but questioned the propriety of the Review Committee dealing with this problem at this time.

Chairman Smith suggested a restatement of aims and ideals of SRC which set forth the purposes and basic functions of SRC; more meaningful participation of council members in the SRC program; proposals for more money from foundations; proposals regarding the future operation of SRC; SRC's relations with State Councils; and for the structuring or restructuring of SRC. The Chairman stated that although the research and information (monitoring) function of the Council is now limited by financial

resources, it must be continued.

It was moved by Joan Cashin that the Chairman's suggested monitoring function of the Committee be rejected. She stated that we should become more action oriented, especially in view of what she heard was presently being undertaken by the SRC staff. Her view was that the programs of the SRC "youngsters" were obviously more exciting.

It was stated that the research and information function of the Council was primarily for education purposes; that the goal of the Council should be racially proportionate sharing of the resources of the region -- financial, educational, and political; and that there should be commitment to the result of equal opportunity. It was further stated that in order to achieve these goals, there must be a promulgation of priorities. Baxton Bryant suggested more use of the State Councils for education purposes.

Jean Fairfax suggested that the SRC program should be designed for the 70's, and in so doing, we should consider the needs of the region and the changed situation in the South. We should consider, she suggested, whether SRC would become an agency for research, for technical assistance, or for community organization or all of these.

H. Long stated that he was not sure that the old function of the Council was no longer needed, and there was a necessity to devise programs to meet those needs. Miss Fairfax responded that the problem was a structural one, that any program now in the South is one that is needed. Patt Derian pointed out that some of the SRC programs were

effective, but that she got the impression that many SRC programs overlapped, citing as an example the New South and South Today.

Joe Haas raised the question, "What is SRC doing now that it should be doing"? The following programs were indicated: (a) housing - i.e., public housing, ownership and rental; (b) fair law enforcement; (c) better use of educational resources, especially in all-black areas; (d) cooperation with existing agencies such as the Urban League, NAACP, VEP, etc.; and (e) poverty.

Herman Long stated that the Council is "a kind of luxury," that it should be a responsible body and that its members should contribute money for SRC support.

Mrs. Cashin stated that the structure of SRC is a major contention, that the members want to have voice in policy and the work of the Council.

Miss Fairfax stated that the Demonstration Project findings should be disseminated; that perhaps we should use more field workers and cut down on research.

Ray Wheeler stated that the problem with the south today is that there is a concentration of power in the hands of a few who have prevented the sharing of power, and no major change will come about until this factor is changed, until power is redistributed. He stated that SRC's track record in this regard has been superb, and that SRC is capable of doing this. He stated maybe we don't need membership, or a 100 man Board, or even a large board.

Aaron Henry queried: "What is our constituency?" He suggested stronger linkage between SRC and the State Councils. Vivian Henderson expressed hope that the existing state councils can be made more viable and that the defunct councils can be revived. Others also expressed this hope.

The Sunday session opened with considerable discussion about the relationship of State Councils and SRC. Several favored a strong relationship with state councils and a membership structure as well. Mr. Bryant suggested that the field operations of State Councils could become the field operations of SRC, and that the staffs of the two groups could coordinate their work more effectively.

Gene Graham observed that what the Review Committee was doing, i.e., reappraising the Council, was not unique, that other organizations (such as NAACP, Colleges, Churches), were undergoing such self-appraisal. Graham posed the following questions for the Committee's concern: (1) What kind of organization will SRC be? Journalistic? (reference was made to the Muckrackers of 1910-1912, agitators for reform), Social Action or a combination of the two? which he described as "Nader-like," and (2) What will be the structure of the organization? If journalistic thrust is to be the choice, he suggested that a think tank approach may be appropriate; if social action is the choice, there must be planning; and if a combination of the two, things get tougher -- priorities must be defined and detailed planning must occur. He stated that the critique by the agency of its own work was long on modesty, and we must find a better

way to communicate SRC's achievements to the public and to ourselves. He suggested more novel and extensive use of the mass media (TV and filmstrips) techniques to promote SRC programs and concerns.

Miss Fairfax suggested that there have been some changes in the South, but the basic problems were unchanged; that there are many other groups directing themselves to those problems; that there is less money for such organizations; and that SRC's strengths are its skills, credibility with the media, and its leadership types. She stated that the situation requires different kinds of SRC models, and suggested some of these might be:

A. A research agency exclusively, which would consist of a small staff and a board of approximately 15-20. The agency would focus on few areas annually, and would build on SRC strengths and experience. However, she noted that this approach might widen the gap between SRC and activists or extremists groups.

B. A community resource center, which would have the character of a community organization, action oriented group with research back-up. Strong empahsis would be given to economic development and sophisticated ways of looking at institutions. The center would be concerned with information dissemination, monitoring, agitation, and resources for emerging new leadership.

C. A public policies group, which would organize around people who are prepared to work in that area and would be composed of broad

interracial membership. The group would be organized to hammer out policies for the South and fight for implementation of those policies.

Harold Fleming stated that SRC needs to move from an unevaluative program toward structure and strategy which are result oriented. He stated that the Nader analogy was used because it is an activist strategy; that he would like to see SRC be to the South what Nader's operation is to the Nation. Thus, his model was, a Naider's Raider approach, with emphasis on fact storing and retrieval, community organization and maximum use of the mass media. In order to achieve this, the policy making procedures need overhauling; the way projects are conceived and implemented need to be tightened up and objectives need to be more clearly defined.

Random concerns centered around:

(a) Membership size and how membership should be determined;

(b) The role of the board, the executive committee and other committees in decision making process and the frequency of their meetings. Mrs. Cashin presented ideas which were generally acceptable to the committee, and agreed to develop them further in a separate paper;

(c) Involving young adults who in Mr. Bryant's words, are "copping out" in SRC programs; and

(d) Using and placing more emphasis upon Les Dunbar's research approach.

The Committee members present agreed to supplement or further explain and present their ideas in written memos by February 15, 1971.

Submitted, by
JOHN W. WALKER

[post Jan. 30-31, 1971?]

REPORT AND RECOMMENDATIONS
TO SOUTHERN REGIONAL COUNCIL, INC.
Atlanta, Georgia

Gene S. Graham

In reappraising itself, The Southern Regional Council must decide two fundamental questions before it can attack any number of other related issues. The first of these questions is what kind of organization it will be, given the likely resources at its command, and the second is the structure of that organization so as most efficiently to carry out its function.

At the meeting in Atlanta January 30-31, 1971, at least three basic alternatives were offered: (1) A journalistic organization (2) A social action organization or (3) A combination of these two. The emphasis of this report will be the first of these alternatives.

The communicating of thoroughly researched information in an orderly and purposeful fashion seems to me the most useful and stable function SRC could provide. Social action today may be an imperative of progress in your area of concern, but any such arm of SRC should be a free-flowing, shifting, ad hoc sort of thing because no organization which aspires to permanence can afford to invest its entire structure on action items, or even techniques, which by their very nature are demanding of change.

My preference in describing as journalistic what I believe should be SRC's primary function may be semantic but it suggests to me a more active role than mere "information and research." The dimensions of persuasion and purpose are implied when I speak of modern journalism. And just as the journalistic profession is staking out a more daring role for itself in terms like "analytical" and "interpretive" and "advocacy", I believe SRC must move up a step or so in its journalistic role. It appears there is no longer a necessity to hide the intention to persuade behind euphemistic terms a foundation once demanded; indeed, your primary source of revenue (and that's another issue) appears to be demanding of you a more direct, more active role in the dissemination of whatever it takes to bring about enlightened progress in the field of human relations.

SRC, in my view, has been overly modest in communicating what it is doing--even to its own members. It must move out here, too. And its journalistic hand must tell what its social action hand is up to,

if the organization is to have a dual focus. Even if this is not to be the case, that journalistic hand must be at the scene of human rights actions, not just conferences and seminars, to tell what those actions are all about and why they are taking place.

I recognize that SRC has been doing a good bit of this but there is a subtle matter of emphasis here that needs attention. One of the readily identifiable weaknesses is in the region of visual communications, or if you will, journalism. And I do not speak of TV alone; there seems to be a hesitancy to "draw a picture" about what is happening, even within the organization. There are worse diagrams than an organization chart. The use of graphics-tell-a-story graphs and pictures and charts-in the prints is a serious weakness in the commercial journalistic establishment today. Surely SRC should be on the "cutting edge" here. A good graphic design, circulated to the printed media, along with copy, may uncover the notion that many mediocre newspapers, supplied with such, would use them just as they do handouts and AP. (they might even print a well researched flat editorial from SRC, too, if it were honestly labelled as such).

This is said not to disparage the excellent work SRC is doing and has done, but to emphasize the fact that people are not reading as much anymore. Increasingly, TV is the media of mass persuasion and, I hasten to add, "opinion makers" watch the idiot box, too, and read The New York Times less than they say they do.

Without falling overboard with McLuhan, SRC should pump a heavy visual emphasis into its informational program. This means, to my mind, that when a black senior staffer is added, strong consideration should be given to a black journalist with a TV-film orientation. One does not need worry whether he will be "activist"; he will be. One may be a black activist without being a journalist in today's milieu; it is well nigh impossible to be a black journalist and not be activist, too. For it was the desire to reform the world that drove most of the best traditional journalists into this trade. The same driving force is behind today's great surge of interest among youth-black and white-in the mass media.

[1971? see p. 2]

REPORT OF THE SPECIAL REVIEW COMMITTEE

The Southern Regional Council came into being because Southerners of goodwill, both black and white, needed an organization through which they could work jointly for the elimination of racial discrimination and racial division in the South. The goal of the Southern Regional Council has always been equal opportunity for all citizens.

Black leaders from over the South, in their historic meeting at Durham, North Carolina, in October 1942, called for a "way of life...that will free us all, white and Negro alike, from want, and from throttling fears." This initiative led to the founding of the Council in 1944. In its nearly thirty years of existence, Southern Regional Council has played a major role in helping to achieve the changes that have moved toward implementing those goals.

Today Federal law specifically forbids discrimination, thanks to action by the judicial, legislative, and executive branches of our government. Many imperfections remain in carrying forward the intent of law, but there can be no reversal of the commitment to full and equal opportunity.

Much has been achieved, but much more remains to be done. It is obvious to all of us that all our citizens cannot have equal opportunity under the law unless they enjoy full economic opportunity. The letter of law may end overt discrimination, but the process of justice itself must provide equal justice for all in actual practice. The elimination

of segregation in education is a major step forward, but it must be matched by full education opportunity for all pupils within a school system that is structured to eliminate all possibilities of discrimination.

To meet the needs of a changing South, it is obvious that the Southern Regional Council must from time to time review and restructure its program.

In response to the directive from the 1970 annual meeting, the special Review Committee spent many hours in a thorough program review and detailed discussion of the changes needed in the SRC program. The Committee arrived at a consensus recommendation for broad policy change, and decided to leave to the entire Council a decision as to specific structural pattern.

The consensus recommendation is as follows:

The SRC should not become exclusively a journalistic, investigative agency, nor solely a community action agency. Rather it should build upon its experience and its strengths, its reputation, and its channels of communication with social activists, to become a "mission oriented" organization. Its overriding purpose should be to develop and implement those strategies which can effect change in the social, political, and economic institutions which now dominate, to its detriment, the life of the Southern region.

In order to accomplish this purpose, there must be a more tightly integrated, better coordinated, more purposefully directed utilization of our major resources. This will require organization of the various talents

and functions of SRC staff around the planning and implementation of specific strategies directed toward specific results. This will also require involvement of individual Council members more deeply and creatively in policy decision making, program development and implementation. Such an organization would logically require the careful selection of objectives involving the most immediate and important problems of the region. Concerted, persistent, and effective effort could then be applied to the achievement of the objectives.

It was generally agreed that such a method of operation would require teams or task forces which would be composed of appropriate staff specialists and/or generalists, Council members selected on the basis of special interest and competence, and persons outside the Council and perhaps outside of the region who might bring special expertise to a given objective. These might include law students interested in investigative activity, State Council members with special knowledge of a local situation, or members of any grass roots organization who were able to aid in implementation of the project.

Such a team working together as a unit should employ all of the major staff functions, including:

(1) Field investigation - The analogy here is the approach popularized as "Nader's Raiders" which has provided an impressive demonstration of what can be accomplished by aggressive investigation, dramatic exposé, and follow-

through in concert with activist groups. This should be a distinct function, separate from information and research, the purpose of which would be to uncover facts that can be used in a variety of ways - for example, to support or generate litigation, to provide documentation for investigative bodies, commissions, legislative committees, to furnish ammunition for local action groups, and to prod influential leadership that has failed to take action in the best interests of its constituency. The limited professional staff engaged in such a function could increase its effectiveness by utilizing the help of Council members, state and local human relations councils, and any group of people eager to be involved in meaningful social change.

(2) Information - We have staff talent and capability in this field which are unexcelled. It is proposed that these skills be more effectively utilized in the implementation of specific strategies designed to achieve specific objectives. Given the scarcity of resources and the urgencies of the day, information for its own sake - however great its literary or humanistic merit - is probably a luxury that cannot be afforded. Not only should this function be concerned with the organization, writing, and publication of information but it should be employed to develop new methods to bring about maximum use of all forms of media, particularly television.

Increasingly, television is the medium of mass education and persuasion. Yet, the use of this powerful public property has been denied to most of the unrepresented groups of this country such as blacks, Chicanos, the poor, students, and other groups with a variety of cultural and political interests. An opportunity may exist here to effect significant institutional change.

(3) Research - Referred to here as the mechanism for substantiation, storage, and retrieval of background information. Research, in the context of the program and structure described here, would be issue oriented, used not only in the formation of long-range strategies but in the systematic assembling of facts about a given issue to back up the investigative and information functions.

(4) Community organization - It is not realistic to assume that the Council can deliver services or programs to community groups throughout the South. Only major public programs and funds can do that job.

This Committee believes that SRC should strengthen its working ties to activist groups at all levels - the community, the region, or the nation-for the following purposes:

(a) To identify those groups which share with us a common interest in the strategies with which we are at any point concerned.

(b) To organize or involve existing groups in a local study of the specific problem on which we are working, in order to monitor a program or to provide concerted follow-through essential to the action phase of our program.

(c) To utilize appropriate individuals within those action groups to supplement the investigative, information, and research aspects of the program.

(d) It is quite likely that involvement in the above ways with community organizations will afford the Council increasing opportunities to provide technical assistance where it can be maximally effective and where the Council, in return, can obtain information concerning the strengths and weaknesses of a given strategy.

(e) Opportunities may also arise for the Council, through its relationship to community organizations, to play a major role in the creation of new and independent organizations in such fields as housing where the substantial public funds, which are essential, can be sought and where those most directly concerned can have a major voice in the policy of the new agency.

Several corollaries should be attached to the above recommendations:

(1) Although emphasis has been placed on the desirability of better coordination and more specific long-range planning

in the use of our resources, it should be at all times our aim to retain the greatest possible degree of flexibility in both structure and function.

(2) Successful implementation of the concepts presented here depends directly on adequacy of funding. Of necessity, much of the planning of details must await more knowledge about forthcoming financial support.

(3) The final success of any given strategy will depend on a very finely balanced effort, in concert, of the staff, the Executive Committee, and Council members. This will require from all concerned a personal commitment perhaps more demanding than has ever been necessary in the history of the Council. The implications for change in these recommendations are wide ranging and serious. They must not be considered lightly in the final decisions of the full Council.

There is one further recommendation on which the Review Committee was in general agreement.

The first order of business for SRC is to redefine its own structure and function. The forthcoming special meeting of the Council should address itself exclusively to that task. Once that process is completed, top priority should be given to review and redefinition of SRC's relationship to the State Councils, through consultation between the SRC Executive

Committee and representatives of the State Councils. Three previously prepared papers on this subject are attached and should form the basis for deliberation by these two groups.

Three alternative structural plans for implementation of the changed program of the SRC were presented to the Committee by individual members, and the Committee decided to refer all three to the full Council for final decision, together with a brief outline of their obvious strengths and possible weaknesses.

The plans are presented here as A, B, and C. They are, of course, subject to change by the full Council. The Review Committee directed the chairman to prepare a brief listing of the advantages and disadvantages of the plans submitted. This summation is presented with each plan.

PLAN "A" -- A Strategy Model for Effecting Institutional Change

Advantages:

1. Makes greater use of all interested Council members in on-going Council programs.
2. Would offer best continuing use of the Council's information services which have made the greatest contribution to past success.

Disadvantage:

1. Does not detail an obvious great advantage of the plan: the opportunity to use each annual meeting as a means of reviewing work of task forces and establishing priorities for task forces in the coming year.

PLAN "A"

A STRATEGY MODEL FOR EFFECTING INSTITUTIONAL CHANGE

At various times in its history, changing circumstances have confronted the Southern Regional Council with the need to re-examine its assumptions, structure, and functions in the light of new imperatives. This is such a time. Within the past ten years, the legal and political context within which SRC works has changed radically. The black community has developed new strengths and new dynamics; some former alliances have disintegrated and others are under severe strain; strategies and methods once generally accepted have come to be viewed as obsolete and ineffective; private resources for work in this field have been severely curtailed; the Federal Government has retreated from earlier policy commitments to affirmative action to a laissez-faire position or worse. These and other major changes require that all established organizations concerned with social change re-evaluate their roles and methods.

This is an attempt to suggest, in bare summary, a way of recombining and strengthening SRC's most valuable elements so as to achieve the following objectives:

1. Build on the demonstrable strengths that SRC has developed and for which it is publicly recognized.

2. Involve the members of the Council more deeply and creatively in policy decision-making, program development, and implementation.
3. Strengthen SRC's working ties to activist groups and grassroots work in community development.
4. Integrate the various talents and functions within SRC around specific strategies directed toward specific results, so that there will be concerted and persistent efforts to achieve clear-cut objectives.
5. Employ the many unused or under-used networks of manpower and potential commitment across the South.

Basic Operating Concept

The most suggestive analogy for what is proposed here is the approach popularized as "Nader's Raiders." Nader and his emulators have provided an impressive demonstration, especially in the field of corporate responsibility, of what can be accomplished by aggressive investigation, dramatic expose, and follow-through in concert with activist groups. SRC has well established competence in each of these areas. What is needed is a more conscious, planned, coordinated use of these competences. This will require changes in both policy and program procedures and in staff organization.

Policy Procedures and Program Development

The Council membership is an under-utilized body, a fact that has

always been a problem to some degree, but it has now reached acute proportions. This proposal envisions a role for members that will not merely ease discontent but will contribute substantially to the effectiveness of the operation.

Members should serve, not just at annual meetings but year round, on task forces selected on the basis of special interest and competence, to work with staff on the development of program strategies. If, for example, the Council decided to devote major and continuing effort to the issue of the "segregation academies," a task force for this purpose would be appointed, consisting of appropriate members (e.g., educators, school board members, journalists). The staff (in this case, perhaps the director of the Leadership Project) would prepare a working paper outlining the known facts of the situation, the investigative task to be done, methods of publicizing the results, key individuals and groups to be activated, target groups on whom pressure should be brought, estimated time-table and costs, and hoped-for results. The policy task force would then review, modify, or supplement the proposal in consultation with the responsible staff members. It would periodically review progress and make further inputs as the project unfolded.

The day-to-day work of the project would be carried on by a staff team including the requisite skills -- investigation, information, community organization, liaison with other groups, etc. The team would work together across "departmental" or jurisdictional lines under the director of the

designated project manager to carry out a closely coordinated effort. Whenever possible, professional staff would be supplemented by outside resources--e.g., law students for the investigative activity, state council members for local intelligence. The central service functions of SRC, such as the research and publications and information staff, would be available to this and other like projects.

Obviously, SRC could not simultaneously undertake programs of this kind addressed to every urgent problem of the region. Depending on budget and manpower, a rigorous and even painful degree of selectivity would be essential. It should be the function of the Council as a whole to consider and decide on the broad areas of program priority, leaving to the task forces and staff the development of detailed project strategy, and to the Executive Committee oversight of the total administrative and program operation between annual meetings.

Staff Organization

As previously indicated, the major staff functions (aside from administration) would be four: (1) field investigation; (2) information work through publications, the mass media, and other channels; (3) "research" in the sense of analysis, storage, and retrieval of background information; and (4) community organization in the sense of stimulation of, liaison with, and technical assistance to specific action efforts. The staff structure would logically be organized around these four basic

functions, although as pointed out above, major project teams would cut across these organizational lines. A word about each of these functions:

Field Investigation. This is by no means a new concept to SRC. But in the past, investigation has tended to be a mainly journalistic enterprise and has been intermixed with the research and information function. In this model, it would be seen as a distinct function (whether carried out by lawyers, journalists, or whoever), the purpose of which is to uncover facts that can be used in a variety of ways in addition to publications and mass media--for example, to generate and support litigation or administrative proceedings, to provde documentation for Congressional committees, to furnish ammunition for action groups, to undergird local community development efforts, or simply to prod influential leadership that has managed to keep itself comfortably uninformed and inert. In developing and staffing this function, SRC should add to its own experience that of the Nader operation and its progeny, such as the public interest law firms and the various new consumer-advocate groups. It should also increase the outreach of limited professional staff by tapping the supplementary manpower represented by Council members, State Councils, Law Students for Civil Rights and other young people eager to be enlisted in meaningful social efforts.

Information. SRC's staff talents and prowess in this field are unexcelled. This proposal requires only that this capability be meshed more integrally into result-oriented strategies. Given the scarcity of

resources and the urgencies of the day, information for its own sake--however great its literary or humanistic merit -- is probably a luxury that cannot be afforded. Information must be regarded as a tool to be applied, along with other leverages, to the achievement of overdue institutional changes.

Community Organization. This is a promising but relatively new program area for SRC, currently expressed in the multiple concerns of the Resources Development Center. Again, what is needed is sharper focus and integration with other SRC functions in carefully planned strategic projects. It should also be raised to parity, in terms of staff and budget, with the other functions of SRC. It would be totally unrealistic, however, to regard this function as one of delivering services to communities or community groups throughout the South; no conceivable amount of private resources can make a dent on this huge task; nothing short of major public programs and funds can do that job. Therefore, it is proposed that the community organization function be addressed to generating and rendering technical assistance to a relatively few, carefully selected community development activities in such fields as housing, education, and economic development. One aim, of course, would be to contribute to the success of the individual efforts. But the broader strategy would be to learn and document the ways in which the "system" works or does not work fairly and effectively for the black and the poor. The knowledge and specific examples thus gained should be grist to the program mill as described in this proposal.

A related function is "field work" -- maintaining liaison and benevolent conspiracies with the many other groups, black, white, and integrated, that are working in SRC's sphere of interest. This is essential to follow-through and action phase of the strategy programs.

Research. As already indicated, the research function would -- much as it does now -- undergird all of SRC's program activities. The difference would derive from the proposed changes in program development and implementation. For example, the emphasis may shift somewhat away from responding to ad hoc requests from staff and outsiders toward initiating more survey-type data collecting or more systematic assembling of information about a given issue to back up a longer-term effort.

One function that hopefully will continue and be reinvigorated is SRC's version of "think tank" activity. Thoughtful papers embodying analysis, commentary, and recommendations in important areas of public policy have been a major contribution of SRC. Some of the "Special Reports" and special documents, like The Federal Executive and Civil Rights, exemplify SRC's contributions in this field. Once more, it should be pointed out that this is not conceived of as a discrete, isolated staff function; it should draw on and feed into the concerted program activities that have been outlined above.

Other Considerations

State Councils on Human Relations. The knotty problems of SRC-SCHRs relationship are beyond the scope of this specific proposal.

But it can be said here that, where strong, functioning state councils exist, they should play an integral part in SRC's program strategy. This would suggest that, however the formal relationship ends up, it will be to SRC's self-interest in whatever ways are possible to nurture and work closely with the effective state councils; provision for this continuing involvement should be built into the field staff function discussed above under "Community Organization." In states where there are no successful SCHR operations, and no apparent prospect of any, SRC should seek other organizational relationships that will give it access to the kind of people who constitute state council membership elsewhere.

Structure. Aside from the reorganization of staff function previously recommended, this proposal would impose no specific need for change in the SRC structure. A membership of one hundred is clearly an arbitrary figure, and might be altered somewhat, upward or downward. But the plan outlined does imply the need for a policy group of substantial enough size to provide a variety of representation--in skills, interest, and geographic location--so that appropriate membership task forces can be established to guide project activities. Moreover, the Council should be large enough and representative enough of SRC's natural constituencies to provide the right kind of deliberative body for the determination of policy and program priorities. These considerations suggest the desirability of retaining the present structure, but with emphasis on utilizing it more effectively. Finally, it might be noted that

there is nothing in this proposal that points to the desirability of SRC reverting to its earlier pattern of a general membership organization.

Staff and Budget. Any attempt to translate this proposed method of operation into precise staff and budget figures should await the Council's decision on this and other possible alternatives. It should be understood, however, that there is no set level of staffing or funding implied by this plan; many or few programs can be concurrently pursued, depending on the resources available. To use an extreme case, if SRC had sufficient funds to employ only one professional for each of the program functions indicated, it could conceivably undertake two or three major program ventures per year. In the interest of success of the operation, as well as for other reasons, it is essential that SRC implement the Review Committee's recommendation that senior black staff be employed, perhaps particularly in the Community Organization function.

Flexibility. This proposal is not meant to suggest that SRC's program activities should be limited to long-term immutable projects. One of SRC's strengths has been its capacity for "guerrilla" activity--flexibility to respond quickly to unexpected developments and new opportunities. In setting program priorities, the full Council will be well advised to allow for resources, staff time and discretion to respond swiftly to critical needs. Flexibility will also be enhanced by adopting the policy task force approach described above in preference to standing committees or other bodies. Times change and standing committees become obsolete, but they are seldom abolished. A form that can tailor structure

to current needs and is adaptable to change as the needs change is far preferable.

PLAN "B" -- Proposed Model for the Southern Regional Council as a Community Action Agency

Advantages:

1. Commission staff members would have an opportunity to gain a thorough knowledge of the entire field of responsibility of the commission--not only the direct subject matter, but various related factors, such as government officials working in the field, journalist specialists, private organizations with special relationships.
2. Commission members (from the Council)would have similar opportunities.
3. Commitment of the various commissions to specific overall issues would insure that none are overlooked by the Council.

Disadvantages:

1. The entire plan involves a rigidity that could offer many problems to the Council as problems and emphasis shift. There is a far greater opportunity for staff domination than exists even today in the Council operations. The temptation for "empire building" on the commission would be great--i.e., the advantages of having an information staff for each commission might lead to a separate public relations staff for each.
2. The plan does not offer sufficient potential for influencing action at the annual meeting of the Council.

PLAN "B"

Proposed Model for the Southern Regional Council as a Community Action Agency

Rationale:

1. Legal victories and the civil rights laws of the past decade have not substantially changed the status of Americans at the bottom of the heap relative to other Americans. A permanent black underclass in America is a frightening possibility.
2. The increasing despair about the viability of the American system can be counteracted only by visible and measurable improvements in the status of minority group citizens and the poor which they experience as the closing of the gap between themselves and affluent white Americans.
3. This will require the identification of key issues, the careful selection of targets, the development of sophisticated strategies, the mobilization of resources for change agents and maximum use of the mass media as vehicles for the restructuring of the economic and social order.
4. It is futile to expect that the "revolution," interpreted as the restructuring of the South's social and economic system, will come about from efforts to persuade current power structures to reform themselves.

Such modest hopes as we have lie more in:

(1) Empowering the powerless

Knowledge is power; i.e. insight into what is wrong with the system and information about citizens' constitutional rights can be a powerful tool for change. The sharpening of skills, the strategic use of information and the mobilization of human and technical resources can be translated into power.

(2) Strengthening the hands and securing the power of new leadership

It is essential to secure the tenure and the power of newly elected Black office-holders and of whites who are committed to economic development, shared power and equal opportunity. Unless they have the confidence and support of a broadening constituency and can produce results, their ability to effect change will be limited.

5. SRC brings the following strengths to this task:

a. Commitment to change and to the "New South" - whatever that means!

b. Channels into many "communities" of change agents;

c. Credibility with national foundations, the mass media, universities and other resource producers;

d. An enviable reputation for fact-finding, documentation, analysis, interpretation;

e. Although SRC may not have the confidence of the activists or the poor (many of whom do not even know of SRC's existence), it does not seem to be the target of their hostility either!

Structure and Program

1. The Council would be reorganized into a series of panels or commissions around such issues as: education, urban affairs, rural development, housing, land use, and economic development, manpower, health, the administration of justice, etc. These units would be composed of Council members plus specialists or laymen who would be officially appointed on the basis of their anticipated contribution.

2. These advisory bodies would work with staff in developing an active on-going program in the above areas which would involve: advising citizens of their rights, monitoring key Federal programs, identifying major policy issues, developing strategies to achieve specific objectives, etc.

3. Each year the Council would choose two or three areas for major focus. "Major focus" in contrast to an "on-going program" would mean significant investment of SRC resources for: an in-depth study of a problem and a publication; a monitoring project which could involve local citizens in a self-study of a problem or of the implementation in their communities of a key Federal program, the results of which would be released as an expose; extensive use of

mass media (television documentaries, feature stories, radio shorts); testimony before Congressional committees, strategies focused on state capitals, etc. Within a 3-year period each Commission would be cycled in at least once for major focus although some projects would be more extensive than others.

4. From time to time SRC would convene a special task force on a public policy issue which has South-wide implications and which cuts across the above program units. These task forces would get the facts, develop a position and then educate and mobilize citizens for action on a South-wide basis. For example, in the winter and spring of 1971 two task forces could play an important role in raising the level of public discussion: a task force on revenue sharing which would produce an analysis for public debate by concerned Southerners and a task force which would conduct its own investigation on the Appalachian Regional Commission, hold hearings and then make recommendations about its future. In recent years task forces on hunger and on income maintenance could have contributed a Southern perspective to a national debate. The work of a task force would have an action goal: to develop or change public policy, in re a particular issue or institution. In contrast to a Commission, a task force would have a limited life which would be determined by its purpose to educate and mobilize public opinion about an issue of concern to Southerners. Some

task forces would deal with issues under state or local control and might develop model state statutes or municipal ordinances.

5. SRC's research function would be a back-up for community action. Research and information staff would do the in-depth studies needed for community action projects, service the task forces, prepare community action kits for field work, get the stories out.

6. The annual meeting would be more like a convention; i.e., working sessions for the Commissions and a business meeting for the Council. Commissions would have the right to propose (or elect) members to the Council. Perhaps 1/3-1/2 of the Council could be directly nominated or elected by the Commissions.

Staff

1. Each Commission would have a staff person who would have the responsibility to implement the action programs. In addition, it would be highly advisable to have a few community organizers who are generalists and skilled in community development in the broad sense. Their job would be to help communities establish their own priorities - perhaps developing programs which overlap the specialities of the Commissions - pulling in the SRC specialists at the points where they can be more relevant with their technical assistance.

2. Research, information and publications would be one unit with staff chosen for their skills in action-oriented research and information.

3. SRC should build into its operation a first-rate internship program which would provide opportunities for young Southerners to develop skills in effecting change.

PLAN "C" -- Recommendations for Structure and Participation of Southern Regional Council Membership

Advantages:

This paper is not so much a plan for a new structure but suggestions for meeting the obvious problem of broader participation in the Council's program by all Council members. The advisory committees suggested are not too far removed from the task force and commission concepts of the other papers.

Disadvantages:

Much of the structural proposals, as indicated in the paper, involve such detail that they could best be handled through the Executive Committee.

PLAN "C"

Recommendations for Structure and Participation Of

Southern Regional Council Membership

I. Introduction - Present Structure

A new structure for SRC can only be dealt with in detail after deciding what kind of organization or agency SRC will be. However, there are some basics which would be beneficial to any new concept.

I think it is important to clarify the initial and present role of Council members. As I understand it, the Southern Regional Council evolved when black and white Southern leaders came together to sponsor information and action projects, to be carried out by a professional staff. This occurred at a time when the mere existence of an interracial group which sought to educate the South on justice, civil rights and equal opportunity constituted a courageous act. The role of Council members has been similar to that of a prestigious honorary committee which endorses a worthy cause, with no real policy-making power and no participation as board members usually have. The Executive Committee, elected by the Council, makes policy and functions as a board of directors ordinarily does in other organizations, in accordance with the present Constitution and By-laws.

Therefore, any criticism about the lack of participation by Council members should be based on dissatisfaction with the present

structure of SRC, not on the performance of the staff or executive committee.

It is clear that in this "age of action" there is a need for re-structuring the role of Council members in order to utilize the talents of the activists in the Southern Regional Council.

II. Proposal for New Structure

I suggest that Council members become involved by volunteering and/or being recruited by the executive committee to serve on advisory committees for all of the SRC programs and projects. Choosing their special interests, members should assist in program planning, budget development and project implementation. The committees would serve as liaison between staff and the Council. Their advocacy of certain programs would also be a tremendous boost to staff morale.

These committees should also encourage communication between the Atlanta office and Southern communities by holding sub-regional or state conferences, involving members of State Councils or other organizations.

The committees should receive detailed reports from staff before the annual meeting, meet with their program staff members near the opening of the annual meeting and give concise reports to the whole Council during the business session of the annual meeting.

This mode of operation will eliminate time-consuming reports and questions at the annual meeting, while giving assurance to the Council that each program is being closely monitored by interested people. In this proposal any lack of involvement on the part of Council members will be by individual choice.

In addition all advisory committee chairmen should be ex-officio members of the executive committee and meet with them quarterly.

Other exploratory ideas expressed were:

1. Should we expand the Council membership, applying responsibilities for affiliation?
2. Should the Council require paid membership to encourage active participation?
3. Should the Constitution and By-Laws be revised, changing the Executive Committee to a Board of Directors?
4. Should there be more diversity in Council membership, involving low-income and more militant people?
5. Should we determine new criteria for the nominating committee?
6. Does the Council want a broader membership, a self-perpetuating board, contributing (non-active) members, solicitation of funds to supplement foundation grants?

III. Council Role in Relation to Staff

The Review Committee received written and oral reports from the Director and staff on the progress and problems of the SRC. It appears to me that the staff:

1. Expressed a need for solid, reliable contacts in each state, possibly with more field workers doing out-reach from the Atlanta office or more Council members acting as volunteer resources.

2. Indicated a need to tighten staff communication/co-ordination, selection of priorities and planning of yearly program goals, with focus on crises as they arise. This could be facilitated by Council members working on program or project advisory committees.

IV. Conclusion

Implementation of some of these ideas will certainly aid any new thrust for SRC. We should use all available human resources - SRC and CHR members, other activists and constituents - to support two major needs:

1. Co-operation - With SRC staff on research, projects, monitoring, whatever we decide to do.
2. Communication - Wider dissemination of information and research findings to community people; encouraging local follow-up of needed services and pilot projects conducted by SRC.

Rev. Committee

SOUTHERN REGIONAL COUNCIL

Operating Budgets and Income Forecast - 1971
(Proposed)

SYNOPSIS

GENERAL OPERATIONS		
Budgeted	$304,650.00	
Committed or expected	181,000.00	
Balance to be raised		$123,650.00
SPECIAL PROJECTS		
Budgeted	554,000.00	
Committed or expected	335,000.00	
Balance to be raised		219,000.00
Total Budgeted:	858,650.00	
Total Committed:	516,000.00	
Total Balance to be raised:		342,650.00

GENERAL OPERATIONS - 1971

ITEMS	1971	1970
Salaries	$ 172,000	$ 190,000
Social Security	8,000	9,000
Travel	12,000	12,500
Telephone & Telegraph	11,000	11,000
Executive Committee, Special Council & Annual Meetings	14,000	13,000
Books, Subscriptions, Research Materials	3,000	4,000
Office Supplies, Equipment & Maintenance	12,000	11,000
New South, Postage and Fees	5,500	5,500
Postage, General	11,000	9,000
Printing	2,000	2,000
Rent	13,350	13,350
Accounting	6,000	3,000
Insurance		
General	1,800	1,500
Staff Benefits	17,000	20,000
Miscellaneous	6,000	3,000
Reserve & Contingency	10,000	15,000
TOTALS	$ 304,650	$ 322,850

Total Budgeted, General Operations	$ 304,650
Committed or expected	181,000
Balance to be raised	$ 123,650

SPECIAL PROJECTS - 1971

	BUDGETED	COMMITTED OR EXPECTED	BALANCE TO BE RAISED
Grant-In-Aid			
State Councils on Human Relations	$ 60,000	$ 60,000	
Information & Research (other than general operations salaries)			
Printing	80,000	50,000	
Editorial	20,000	15,000	
Research & Consultative Services	56,000	56,000	
Totals	156,000	121,000	$ 35,000
Resources Development Center			
Office of the Director	37,000	- 0 -	
Leadership Division	51,000	40,000	
Manpower & Labor Division	52,750	32,750	
Community Organization Division	41,250	41,250	
Housing & Planning Division	40,000	40,000	
Southern Assembly	56,000	- 0 -	
Public Education Division	30,000	- 0 -	
Health & Medical Services Division	30,000	- 0 -	
Totals	338,000	154,000	184,000
TOTAL SPECIAL PROJECTS - 1971	$ 554,000	$ 335,000	$ 219,000

September 12, 1972

Adm.

M E M O R A N D U M

TO: SRC Staff Members

FROM: George Esser and Harry Bowie

It is time to begin making detailed preparations for the Annual Meeting to be held on December 1-2 at the Sheraton Biltmore Hotel. Two committees are being appointed to plan and carry out all arrangements for this meeting.

Esser and Bowie will be ex officio members of both committees.

The Logistics Committee will consist of:

Jim Wood, Chairman	Bob Anderson
Jay Brothers	Bernice Morrison
Lucy Watkins	Paulette Norvell
Arminta Gatewood	Velvia Jackson

Eugenie Kemp

This committee will be responsible for reservations and travel arrangements, all arrangements for the hotel including meals, registration procedures, press releases, arrangements for media representatives during the meeting, invitations to the annual dinner and arrangements for the dinner and reception following, and arrangements for invited guests.

The Program Committee will consist of:

Emory Via, Chairman	Alexis Herman
George Harris	Nobbie Morgan
Pat Watters	Doris Reed
Art Campbell	Janet Smith
Marge Manderson	

The Program Committee will be responsible for determining the agenda for the entire meeting, including the business meeting; the preparation, reproduction and distribution of materials, including the formal program; all arrangements in rooms used for program presentations, and arrangements for awards.

Each committee should have preliminary reports ready for review by October 13th. Committee chairmen are authorized to schedule luncheon meetings with sandwiches and soft drinks.

****

[1972?]
[1973?]

SOUTHERN REGIONAL COUNCIL, INC.

M E M O R A N D U M

Friday Cocktail hour

TO:

DATE:

COPIES:

FROM:

SUBJECT:

ANNUAL PROGRAM NEEDS (ANNUAL MEETING):

Copy of revisions of By-Laws
Copy of Annual Report
Copy of Budget--Proposed
Copy of Staff list with positions
Report of Executive Director
Program Reports
Copies of the minutes
Copies of the Agenda
Report of the Executive Committee---Copies
Report of the Nominating Committee--Copies
Cover sheet--Announcements--Registarion procedures; expense procedures
Suggested Life Fellows
Task Force Committee Repots
Director's Speech

There will also be copies of the Task Force Committees' reports; revision of the program, 1973
Report of the Executive Director

S T A F F

SOUTHERN REGIONAL COUNCIL, INC.

ADMINISTRATIVE

PAUL ANTHONY, Executive Director

Mrs. Jerusha Brothers, Secretary to Director

JAMES N. WOOD, Executive Assistant

MRS. RUTH HOUSE VICK, Secretary-Treasurer

Miss Priscilla Eddy, Assistant to the Secretary-Treasurer

MRS. NOBBIE MORGAN, Administrative Assistant

Mrs. Bettye Childres, Receptionist

Miss Eugenia Kemp, Clerk-Typist

Jesse Hinton, Mailroom Clerk

Ronald Wray, Functional Machinist & Mailroom Clerk

MISS JANET SMITH, Publications - Distribution

MISS MARGE MANDERSON, Staff Artist, Special Research

RESEARCH & INFORMATION

Pat Watters, Director of Information

Robert Anderson, Editor (Editor of New South)

Paul Gaston, Director of Research

Mrs. Bernice Morrison, Librarian

Mrs. Doris Reed, Senior Research Associate

Miss Barnetta Jackson, Research Associate

Mrs. Joyce Meekins, Research Associate

Miss Lynn Bowker, Secretary to Department of Research

RESOURCES DEVELOPMENT CENTER

EMORY F. VIA, Director
(Director, Manpower & Labor Program Division)

Miss Gwendolyn M. Sapp, Administrative Secretary

HOUSING & PLANNING DIVISION

Morland G. Smith, Director

Arthur C. Campbell, Associate

COMMUNITY ORGANIZATION DIVISION

Clarence Wright, Director

Leon W. Hall, Associate (Temporary)

Miss Mozell Varner, Secretary to Divisions

LEADERSHIP DIVISION

Reese Cleghorn, Director
(Editor, South Today)

Mrs. Kitty Terjen, Assistant to the Director

Mrs. Betsy Fancher, Associate Editor, South Today

Mrs. Ruth C. Howard, Secretary to Division

THE SOUTHERN REGIONAL COUNCIL, INC.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

January, 1970

OFFICERS*

PRESIDENT

Raymond M. Wheeler

VICE-PRESIDENTS

C. G. Gomillion
Josephine Wilkins
Lucius H. Pitts
Frank Smith

(2) Kale Wms
Elaro
Illinois

THE EXECUTIVE COMMITTEE

Vivian W. Henderson, Chairman

Hodding Carter, III
Henry Marsh
Joan Cashin
McNeill Smith
Julius L. Chambers
John H. Wheeler
James M. Dabbs
H. Franklin Williams
Donald L. Hollowell
James Youngdahl

Copy of Labor Dinner List

LEGAL COUNSEL

Joseph F. Haas

EXECUTIVE DIRECTOR

Paul Anthony

*Address of officers are given in the attached list of Members of the Council. All organizations and positions are shown for identification purposes only.

Members of the Council

CLASS OF 1970

Mr. Bradford D. Ansley, Jr.
Businessman
7501 Midnight Pass Road
Sarasota, Florida (33581)

Mr. Julius L. Chambers
Attorney
216 West 10th Street
Charlotte, North Carolina (28202)

Mr. Edward E. Elson
President
Atlanta News Agency
3875 Green Industrial Way
Chamblee, Georgia (30005)

Dr. Edward E. Haddock, M. D.
1133 West Franklin Street
Richmond, Virginia (23220)

Dr. Robert J. Harris
Dean
Division of Arts and Sciences
University of Virginia
Charlottesville, Virginia (22903)

Mrs. Martin L. Harvey
415 N. Farish Street
Jackson, Mississippi (39202)

Dr. Vivian W. Henderson
President
Clark College
Atlanta, Georgia (30314)

Mr. Harry Huge
Attorney
Alexandria, Virginia
(1823 Jefferson Place, N. W.
Washington, D. C. - 20036)

Mr. Earl Johnson
Attorney
625 West Union Street
Jacksonville, Florida (32202)

Mr. Henry Marsh
Attorney
3211 "Q" Street
Richmond, Virginia (23223)

Mr. William T. Mason, Jr.
Attorney
716 E. Brambleton Avenue
Norfolk, Virginia (23510)

Dr. Samuel Nabrit, Director
The Southern Fellowships Fund
795 Peachtree Street, N. E.
Atlanta, Georgia (30308)

Mr. J. Allen Parker
President
Alabama Exchange Bank
Tuskegee, Alabama (36083)

Mr. J. Rupert Picott
Executive Secretary
Virginia Teachers Association
316 Clay Street
Richmond, Virginia (23219)

Dr. Jewel Prestage
Chairman, Department of Political Science
Southern University
Baton Rouge, Louisiana (70813)

Rabbi Jacob Rothschild
The Temple
1589 Peachtree Street, N. E.
Atlanta, Georgia (30309)

Class of 1970 (Continued)

The Rt. Rev. Msgr. Alexander
O. Sigur
P. O. Box 2250
Lafayette, Louisiana (70501)

Dr. Vasco A. Smith, D.D.S.
505 Vance Avenue
Memphis, Tennessee (38126)

Mr. Walter Sharp
Route 2, Beech Creek Road
Brentwood, Tennessee (37027)

Mr. James Stokely
Author and Poet
405 Clifton Heights
Newport, Tennessee (37821)

Dr. William H. Townsend
Optometrist
1304 Wright Avenue
Professional Services Building
Little Rock, Arkansas (72206)

Mr. Nat Welch
2112 Castleway Drive
Atlanta, Georgia (30329)

Mr. Avon Williams
Attorney
1414 Towers
404 James Robertson Parkway
Nashville, Tennessee (37219)

CLASS OF 1971

Mrs. Lawrence Coe
Member, School Board
262 Stonewall Street
Memphis, Tennessee (38112)

Dr. Ralph Mason Dreger
Professor of Psychology
Louisiana State University
Baton Rouge, Louisiana (70803)

Mr. Fred Gray
Attorney
352 Dexter Avenue
Montgomery, Alabama (36104)

Mr. Martin L. Harvey
Dean of Student Affairs
Southern University
Southern Branch Post Office
Baton Rouge, Louisiana (70813)

Mrs. Julien J. Hohenberg
91 Morningside Park
Memphis, Tennessee (38104)

Mrs. Helen Howard
Director
Vine City Foundation, Inc.
558 Magnolia Street, N. W.
Atlanta, Georgia (30314)

Mr. Paul Johnston
Attorney
1142 Brown-Marx Building
Birmingham, Alabama (35203)

Mr. Sylvan Meyer
Editor
The Miami News
Miami, Florida

Mr. George Owens
President
Tougaloo College
Tougaloo, Mississippi (39174)

Mr. Robert J. Palmer
Businessman
304 South Main Street
Sumter, South Carolina (29150)

Mrs. Mary Sand
1447 Granada Street
New Orleans, Louisiana (70122)

Mrs. Jane Schutt
955 Pecan Blvd.
Jackson, Mississippi (39209)

Class of 1971 (continued)

Mr. John Siegenthaler
Editor
The Nashville Tennessean
1100 Broad
Nashville, Tennessee (37203)

Mrs. Alice N. Spearman
3401 Brookwood Court
Columbia, South Carolina (29204)

Mr. Lee B. Thomas, Jr.
President
Vermont American Corporation
500 East Main Street
Louisville, Kentucky (40202)

Mr. John W. Walker
Attorney
1304-B Wright Avenue
Little Rock, Arkansas (72206)

Mr. John H. Wheeler
President
Mechanics and Farmers Bank
Box 1932
Durham, North Carolina (27702)

Dr. Raymond M. Wheeler, M.D.
3724 Warrington Drive
Charlotte, North Carolina (28211)

Dr. Bell I. Wiley
Professor of History
Emory University
Atlanta, Georgia (30322)

Miss Josephine Wilkins
Sheraton-Biltmore Hotel
817 W. Peachtree Street, N. E.
Atlanta, Georgia (30383)

Dr. H. Franklin Williams
Professor of History
University of Miami
Coral Gables, Florida (33146)

Mr. Paul D. Williams
Publisher
3320 Gloucester Road
Richmond, Virginia (23227)

Mr. Marion A. Wright
Attorney
Topknot
Linville Falls, North Carolina (28647

Mr. Jack Young
Attorney
213 Redmond Building, Suite 207
115½ N. Farish Street
Jackson, Mississippi (39201)

Mr. James E. Youngdahl
Attorney
711 West Third Street
Little Rock, Arkansas (72201)

CLASS OF 1972

Mr. Fred D. Alexander
Realtor
2140 Senior Drive
Charlotte, North Carolina (28208)

The Rev. Hubert Beckwith
Congregational Christian Church
of Fairfax County
P. O. Box 288
Annandale, Virginia (22003)

The Honorable Julian Bond
State Legislator
162 Euharlee Street, S. W.
Atlanta, Georgia (30314)

Mr. H. A. Hank Brown
President, AFL-CIO, Texas
Box MM - Capitol Station
Austin, Texas (78711)

Mrs. John Cashin
416 Owens Drive, S. E.
Huntsville, Alabama (35801)

Mr. Walter B. Clancy
Box 1025
Little Rock, Arkansas (72203)

The Rev. Philip Cousin
St. Joseph's A.M.E. Church
Markham Educational Building
804 Fayetteville Street
Durham, North Carolina (27701)

Mr. James McBridge Dabbs
Planter, Author
Rip Raps Plantation
Mayesville, South Carolina (29104)

Mr. Neil O. Davis
Editor-Publisher
The Auburn Bulletin
Auburn, Alabama (36830)

Dr. Albert W. Dent
2401 Gentilly Boulevard
New Orleans, Louisiana (70122)

Mr. Nils Douglas
Attorney
1110 Medallion Tower
344 Camp Street
New Orleans, Louisiana (70130)

Mr. E. H. Gadsden
Attorney
458½ West Broad Street
Savannah, Georgia (31401)

The Rev. Duncan M. Gray, Jr.
St. Paul's Episcopal Church
1116-23rd Avenue
Meridian, Mississippi (39301)

Dr. Charles M. Grigg
Director
Institute for Social Research
Florida State University
Tallahassee, Florida (32306)

The Honorable Brooks Hays
Attorney
Little Rock, Arkansas
(314-2nd Street, S. E.
Washington, D. C. -20003)

Dr. Aaron E. Henry
Pharmacist
213 Fourth Street
Clarksdale, Mississippi (38614)

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The Lewis State Bank
Tallahassee, Florida (32301)

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Talladega College
Talladega, Alabama (35160)

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District Superintendent
The Methodist Church
2252 Allendale Road
Montgomery, Alabama (36111)

Mrs. Helen Mervis
1422 Valence Street
New Orleans, Louisiana (70115)

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Professor of Law
University of North Carolina
Chapel Hill, North Carolina (27514)

Mr. Frank Smith
Director
Tennessee Valley Authority
405 New Sprinkle Building
Knoxville, Tennessee (37902)

Class of 1972 (continued)

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405 Park Street
Texarkana, Arkansas (75501)

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Mr. J. Bill Becker
President
Arkansas AFL-CIO
1408 Rebsamen Park Road
Little Rock, Arkansas (72202)

Dr. Martin Brooks, M. D.
P. O. Box 37
Pembroke, North Carolina (32202)

Mr. Hodding Carter, III
Editor
Delta Democrat-Times
Greenville, Mississippi

Mrs. Paul Derian
2349 Twin Lake Drive
Jackson, Mississippi (39211)

Dr. Luther H. Foster
President
Tuskegee Institute
Tuskegee Institute, Alabama (36088)

Dr. C. G. Gomillion
308 Bibb Street
Tuskegee Institute, Alabama (36088)

Dr. John A. Griffin
Executive Director
Southern Education Foundation
811 Cypress Street, N. E.
Atlanta, Georgia (30308)

Mr. Joseph F. Haas
Attorney
2709 First National Bank Bldg.
Atlanta, Georgia (30303)

Miss Ruth L. Harvey
Attorney
453 South Main Street
Danville, Virginia (24541)

Mr. Donald L. Hollowell
Regional Director
Equal Employment Commission
1776 Peachtree Street, N. W.
Atlanta, Georgia (30309)

Dr. Guy B. Johnson
Professor of Sociology
University of North Carolina
Chapel Hill, North Carolina (27514)

Miss Barbara Jordan
Attorney
5303 Lyons Avenue
Houston, Texas (77020)

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Fisk University
Nashville, Tennessee (37203)

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Department of Economics
The University of Texas
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Miles College
Birmingham, Alabama (35208)

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LeMoyne College
Memphis, Tennessee (38126)

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3821 Abbott Martin Road
Nashville, Tennessee (37215)

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President
Mississippi AFL-CIO
Box 2010
Jackson, Mississippi (39205)

Mr. David H. Scull
President
Turnpike Press
P. O. Box 170
Annandale, Virginia (22003)

The Rev. Kelly M. Smith
First Baptist Church
319 Eighth Avenue, North
Nashville, Tennessee (37203)

Mr. McNeill Smith
Attorney
Box "G"
Greensboro, North Carolina (27402)

Mrs. C. Bette Wimbish
Attorney
P. O. Box 13517
1525 - 16th Street, South
St. Petersburg, Florida (33733)

LIFE FELLOWS:

Mrs. Jessie Daniel Ames, '62
The Wren's Nest
P. O. Box 626
Tryon, North Carolina (28782)

Mr. Irving E. Carlyle, '69
Attorney
P. O. Box 84
Winston Salem, North Carolina (27102)

Mr. Hodding Carter, '64
Publisher
Delta Democrat-Times
Greenville, Mississippi (38701)

Mr. Paul R. Christopher, '69
Regional Director, AFL-CIO
216 Flatiron Building
Knoxville, Tennessee (37917)

Mr. Herbert M. Davidson, '68
Editor-Publisher
Daytona Beach News-Journal
Daytona Beach, Florida (32014)

The Rev. Theodore R. Gibson, '66
Christ Episcopal Church
P. O. Box 6
Cocoanut Grove Station
Miami, Florida (33130)

Dr. Frank P. Graham, '67
240 Glandon Drive
Chapel Hill, North Carolina (27514)

Mr. Paul E. Green, '65
Author, Playwright
University of North Carolina
Chapel Hill, North Carolina (27514)

Dr. Gordon B. Hancock, '62
Educator & Newspaper Columnist
P. O. Box 6056
Richmond, Virginia (23222)

The Rev. Edward McDowell, '62
270-D Peachtree Hills Avenue, NE
Atlanta, Georgia (30305)

Life Fellows (Continued)

Rabbi Charles Mantinband, '68
Temple Emanuel
Box 1502
Longview, Texas (75601)

Mrs. Vivian Carter Mason, '69
2630 Chesterfield Boulevard
Norfolk, Virginia (23504)

Mr. L. D. Milton, '69
President
Citizens Trust Company
175 Houston Street, N. E.
Atlanta, Georgia (30303)

Mr. Benjamin Muse, '69
11442 Waterview Cluster
Reston, Virginia (22070)

Colonel Francis P. Miller, '66
Charlottesville, Virginia
(2810 "P" Street, N. W.
Washington, D. C. -20007)

Dr. Riley B. Montgomery, '66
President Emeritus
Lexington Theological Seminary
Lexington, Kentucky (40508)

Dr. C. H. Parrish, '68
1418 Willow Avenue
Louisville, Kentucky (40204)

Mrs. J. N. Rayzor, '68
3207 Groveland Lane
Houston, Texas (77019)

Dr. Harry V. Richardson, '68
Interdenominational Theological
Seminary
671 Beckwith Street, S. W.
Atlanta, Georgia (30314)

Miss Dorcas Ruthenburg, '68
2215 Bonnycastle Avenue
Louisville, Kentucky (40202)

Mrs. David Terry, '64
411 East Seventh Street
Little Rock, Arkansas (72202)

Mr. J. Fount Tillman, '68
Palmetto Farm, RFD 1
Lewisburg, Tennessee (37091)

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Briarwood Nursing Center
3888 LaVista Road
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North Carolina (28711)

Mr. Carter G. Wesley, '64
Publisher
Houston Informer
Box 3086
Houston, Texas (77001)

Dr. Benjamin E. Mays, '68
President Emeritus
Morehouse College
3316 Pamlico Drive, S. W.
Atlanta, Georgia (30311)

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Operating Budgets and Income Forecast - 1971
(Proposed)

SYNOPSIS

GENERAL OPERATIONS		
Budgeted	$304,650.00	
Committed or expected	181,000.00	
Balance to be raised		$123,650.00
SPECIAL PROJECTS		
Budgeted	554,000.00	
Committed or expected	335,000.00	
Balance to be raised		219,000.00
Total Budgeted:	858,650.00	
Total Committed:	516,000.00	
Total Balance to be raised:		342,650.00

GENERAL OPERATIONS - 1971

ITEMS	1971	1970
Salaries	$ 172,000	$ 190,000
Social Security	8,000	9,000
Travel	12,000	12,500
Telephone & Telegraph	11,000	11,000
Executive Committee, Special Council & Annual Meetings	14,000	13,000
Books, Subscriptions, Research Materials	3,000	4,000
Office Supplies, Equipment & Maintenance	12,000	11,000
New South, Postage and Fees	5,500	5,500
Postage, General	11,000	9,000
Printing	2,000	2,000
Rent	13,350	13,350
Accounting	6,000	3,000
Insurance		
General	1,800	1,500
Staff Benefits	17,000	20,000
Miscellaneous	6,000	3,000
Reserve & Contingency	10,000	15,000
TOTALS	$ 304,650	$ 322,850

Total Budgeted, General Operations	$ 304,650
Committed or expected	181,000
Balance to be raised	$ 123,650

SPECIAL PROJECTS - 1971

	BUDGETED	COMMITTED OR EXPECTED	BALANCE TO BE RAISED
Grant-In-Aid			
State Councils on Human Relations	$ 60,000	$ 60,000	
Information & Research (other than general operations salaries)			
Printing	80,000	50,000	
Editorial	20,000	15,000	
Research & Consultative Services	56,000	56,000	
Totals	156,000	121,000	$ 35,000
Resources Development Center			
Office of the Director	37,000	- 0 -	
Leadership Division	51,000	40,000	
Manpower & Labor Division	52,750	32,750	
Community Organization Division	41,250	41,250	
Housing & Planning Division	40,000	40,000	
Southern Assembly	56,000	- 0 -	
Public Education Division	30,000	- 0 -	
Health & Medical Services Division	30,000	- 0 -	
Totals	338,000	154,000	184,000
TOTAL SPECIAL PROJECTS - 1971	$ 554,000	$ 335,000	$ 219,000

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5 Forsyth Street, N. W.
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January, 1971

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Memphis, Tennessee (38112)

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Professor of Psychology
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Baton Rouge, Louisiana (70803)

Mr. Fred Gray
Attorney
352 Dexter Avenue
Montgomery, Alabama (36104)

Mr. Martin L. Harvey
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Southern Branch Post Office
Baton Rouge, Louisiana (70813)

Mrs. Julien J. Hohenberg
91 Morningside Park
Memphis, Tennessee (38104)

Mrs. Helen Howard
Director
Vine City Foundation, Inc.
558 Magnolia Street, N. W.
Atlanta, Georgia (30314)

Mr. Paul Johnston
Attorney
1142 Brown-Marx Building
Birmingham, Alabama (35203)

Mr. Sylvan Meyer
Editor
The Miami News
Miami, Florida

Dr. George Owens
President
Tougaloo College
Tougaloo, Mississippi (39174)

Mr. Robert J. Palmer
Businessman
304 South Main Street
Sumter, South Carolina (29150)

Mrs. Mary Sand
1447 Granada Street
New Orleans, Louisiana (70122)

Mrs. Jane Schutt
955 Pecan Blvd.
Jackson, Mississippi (39209)

Mr. John Siegenthaler
Editor
The Nashville Tennessean
1100 Broad
Nashville, Tennessee (37203)

Mr. Lee B. Thomas, Jr.
President
Vermont American Corporation
500 East Main Street
Louisville, Kentucky (40202)

Mr. John W. Walker
Attorney
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Little Rock, Arkansas (72206)

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817 W. Peachtree Street, N. E.
Atlanta, Georgia (30383)

Dr. H. Franklin Williams
Professor of History
216 Santander Avenue
Coral Gables, Florida (33134)

Mr. Paul D. Williams
Publisher
3320 Gloucester Road
Richmond, Virginia (23227)

Mrs. Alice Spearman Wright
Topknot
Linville Falls, North Carolina (28647)

Mr. Marion A. Wright
Attorney
Topknot
Linville Falls, North Carolina (28647)

Mr. Jack Young
Attorney
213 Redmond Building, Suite 207
115½ N. Farish Street
Jackson, Mississippi (39201)

Mr. James E. Youngdahl
Attorney
711 West Third Street
Little Rock, Arkansas (72201)

CLASS of 1972

Mr. Fred D. Alexander
Realtor
2140 Senior Drive
Charlotte, North Carolina (28208)

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Congregational Christian Church
of Fairfax County
P. O. Box 288
Annandale, Virginia (22003)

The Honorable Julian Bond
State Legislator
361 Lee Street, S. W.
Atlanta, Georgia (30314)

Mr. H. A. Hank Brown
President, AFL-CIO, Texas
Box MM - Capitol Station
Austin, Texas (78711)

Mrs. John Cashin
416 Owens Drive, S. E.
Huntsville, Alabama (35801)

Mr. Walter B. Clancy
Box 1025
Little Rock, Arkansas (72203)

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St. Joseph's A.M.E. Church
Markham Educational Building
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Dr. Albert W. Dent
2401 Gentilly Boulevard
New Orleans, Louisiana

Mr. Nils Douglas
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1110 Medallion Tower
344 Camp Street
New Orleans, Louisiana (70130)

Mr. E. H. Gadsden
Attorney
458½ West Broad Street
Savannah, Georgia (31401)

The Rev. Duncan M. Gray, Jr.
St. Paul's Episcopal Church
1116-23rd Avenue
Meridian, Mississippi (39301)

Class of 1972 (continued)

Dr. Charles M. Grigg
Director
Institute for Social Research
Florida State University
Tallahassee, Florida (32306)

The Honorable Brooks Hays
Wake Forest College
Winston-Salem, North Carolina (27106)

Mr. Aaron E. Henry
Pharmacist
213 Fourth Street
Clarksdale, Mississippi (38614)

Mr. George Lewis, II
President
The Lewis State Bank
Tallahassee, Florida (32301)

Dr. Herman H. Long
President
Talladega College
Talladega, Alabama (35160)

The Rev. Powers McLeod
6 E. Wright Street
Pensacola, Florida (32501)

Mrs. Helen Mervis
1422 Valence Street
New Orleans, Louisiana (70115)

Dr. Daniel Pollitt
Professor of Law
University of North Carolina
Chapel Hill, North Carolina (27514)

Mr. Frank Smith
Director
Tennessee Valley Authority
405 New Sprinkle Building
Knoxville, Tennessee (37902)

The Rev. Cleophus K. Yarber
405 Park Street
Texarkana, Arkansas (75501)

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President
Arkansas AFL-CIO
1408 Rebsamen Park Road
Little Rock, Arkansas (72202)

Mr. Martin Brooks
Medical Doctor
P. O. Box 37
Pembroke, North Carolina (32202)

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Editor
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Greenville, Mississippi (38701)

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Jackson, Mississippi (39211)

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Tuskegee Institute, Alabama (36088)

Dr. C. G. Gomillion
308 Bibb Street
Tuskegee Institute, Alabama (36088)

Dr. John A. Griffin
Executive Director
Southern Education Foundation
811 Cypress Street, N. E.
Atlanta, Georgia (30308)

Mr. Joseph F. Haas
Attorney
2709 First National Bank Bldg.
Atlanta, Georgia (30303)

Miss Ruth L. Harvey
Attorney
453 South Main Street
Danville, Virginia (24541)

Mr. Donald L. Hollowell
Regional Director
Equal Employment Commission
75 Piedmont Avenue, N. E., 10th Fl.
Atlanta, Georgia (30309)

Dr. Guy B. Johnson
Professor of Sociology
University of North Carolina
Chapel Hill, North Carolina (27514)

Miss Barbara Jordan
Attorney
5303 Lyons Avenue
Houston, Texas (77020)

Dr. James Lawson
President
Fisk University
Nashville, Tennessee (37203)

The Honorable Howard Lee
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Town of Chapel Hill
Chapel Hill, North Carolina (27514)

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President
LeMoyne College
Memphis, Tennessee (38126)

Mrs. Tom Ragland
3821 Abbott Martin Road
Nashville, Tennessee (37215)

Mr. Claude Ramsay
President
Mississippi AFL-CIO
Box 2010
Jackson, Mississippi (39205)

Mr. David H. Scull
Chairman of Board
Graphics 4, Inc.
P. O. Box 170
Annandale, Virginia (22003)

The Rev. Kelly M. Smith
First Baptist Church
319 Eighth Avenue, North
Nashville, Tennessee (37203)

Mr. McNeill Smith
Attorney
Box "G"
Greensboro, North Carolina (27402)

Mrs. C. Bette Wimbish
Attorney
P. O. Box 13517
1525 16th Street, South
St. Petersburg, Florida (33733)

CLASS OF 1974

Mr. Julius L. Chambers
Attorney
216 West 10th Street
Charlotte, North Carolina (28202)

Mrs. Millie Charles
Professor of Social Work
Southern University at New Orleans
New Orleans, Louisiana (70130)

Mrs. Eva Clayton
Executive Director
Economic Development Corporation
P. O. Box 418
Warrenton, North Carolina (27589)

Mrs. Edith Dabbs
Route 1, Box 55A
Mayesville, South Carolina (29104)

Mr. Edward E. Elson
President
Atlanta News Agency
3875 Green Industrial Way
Chamblee, Georgia (30005)

Mr. Herbert U. Fielding
Businessman
122 Logan Street
Charleston, South Carolina (29401)

Mr. Edward E. Haddock
Medical Doctor
1133 West Franklin Street
Richmond, Virginia (23220)

Mrs. Martin L. Harvey
Businesswoman
415 N. Farish Street
Jackson, Mississippi (39202)

Dr. Vivian W. Henderson
President
Clark College
Atlanta, Georgia (30314)

Mr. Harry Huge
Attorney
1229 19th Street, N. W.
Washington, D. C. (20036)

Mr. Earl Johnson
Attorney
625 West Union Street
Jacksonville, Florida (32202)

Mr. Henry M. Lambert
Deputy Director
Department of Safety and Permits
7E05 City Hall
1300 Perdido Street
New Orleans, Louisiana (70112)

Dr. Gary Lloyd
Professor
Tulane School of Social Work
338 Audubon Street
New Orleans, Louisiana (70118)

Mr. Henry Marsh
Attorney
3211 "Q" Street
Richmond, Virginia (23223)

Mr. William T. Mason, Jr.
Attorney
716 E. Brambleton Avenue
Norfolk, Virginia (23510)

Dr. Samuel Nabrit, Director
The Southern Fellowships Fund
795 Peachtree Street, N.E.
Atlanta, Georgia (30308)

Mr. J. Allen Parker
President
Alabama Exchange Bank
Tuskegee, Alabama (36083)

Rabbi Jacob Rothschild
The Temple
1589 Peachtree Street, N. E.
Atlanta, Georgia (30309)

Mrs. Anna Rubin
Morris College
Sumter, South Carolina (29150)

The Rt. Rev. Msgr. Alexander
O. Sigur
Notre Dame Seminary
2901 S. Carrollton Avenue
New Orleans, Louisiana (70118)

Dr. Aaron Shirley
Clinical Director
Jackson-Hinds Comprehensive
Health Center
P. O. Box 3437
Jackson, Mississippi (39203)

Mr. Vasco A. Smith
Dentist
505 Vance Avenue
Memphis, Tennessee (38126)

Mr. James Stokely
Author and Poet
405 Clifton Heights
Newport, Tennessee (37821)

Mr. William H. Townsend
Optometrist
1304 Wright Avenue
Professional Services Building
Little Rock, Arkansas (72206)

Mr. Avon Williams
Attorney
1414 Towers
404 James Robertson Parkway
Nashville, Tennessee (37219)

LIFE FELLOWS:

Mrs. Jessie Daniel Ames, '62
The Wren's Nest
P. O. Box 6262
Tryon, North Carolina (28782)

Mr. Irving E. Carlyle, '69
Attorney
P. O. Box 84
Winston Salem, North Carolina (27102)

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Publisher
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Daytona Beach, Florida (32014)

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Chapel Hill, North Carolina (27514)

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Author,Playwright
University of North Carolina
Chapel Hill, North Carolina (27514)

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270-D Peachtree Hills Avenue, N.E.
Atlanta, Georgia (30305)

Rabbi Charles Mantinband, '68
Temple Emanuel
Box 1502
Longview, Texas (75601)

Mrs. Vivian Carter Mason, '69
2630 Chesterfield Boulevard
Norfolk, Virginia (23504)

Mr. L. D. Milton, '69
President
Citizens Trust Company
175 Houston Street, N.E.
Atlanta, Georgia (30303)

Mr. Benjamin Muse, '69
11442 Waterview Cluster
Reston, Virginia (22070)

Colonel Francis P. Miller, '66
Charlottesville, Virginia
(2810 "P" Street, N. W.
Washington, D. C. - 20007)

Dr. Riley B. Montgomery, '66
President Emeritus
Lexington Theological Seminary
Lexington, Kentucky (40508)

Dr. C. H. Parrish, '68
1418 Willow Avenue
Louisville, Kentucky (40204)

Mrs. J. N. Rayzor, '68
3207 Groveland Lane
Houston, Texas (77019)

Dr. Harry V. Richardson, '68
Interdenominational Theological
Seminary
671 Beckwith Street, S. W.
Atlanta, Georgia (30314)

Miss Dorcas Ruthenburg, '68
2215 Bonnycastle Avenue
Louisville, Kentucky (40202)

Mrs. David Terry, '64
411 East Seventh Street
Little Rock, Arkansas (72202)

Mr. J. Fount Tillman, '68
Palmetto Farm, RFD 1
Lewisburg, Tennessee (37091)

Mr. Carter G. Wesley, '64
Publisher
Houston Informer
Box 3086
Houston, Texas (77001)

Dr. Benjamin E. Mays, '68
President Emeritus
Morehouse College
3316 Pamlico Drive, S. W.
Atlanta, Georgia (30311)

Atlga

ATTENDANCE FOR MEETING APRIL 24, 1971

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Little Rock, Ark.

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WINSTON, SALEM

HENRY, Aaron
Clarksdale, Miss.

HOLLOWELL, Donald
Atlanta, Ga.

HOWARD, Helen
Atlanta, Ga.

HUGE, Harry

HUGE, Ha[redacted]
[redacted]

JOHNSON, Earl
Jacksonville, Fla.

LAMBERT, Henry
New Orleans, La.

LEWIS, II, George
Tallahassee, Fla.

LLOYD, Gary
New Orleans, La.

MARSHALL, F. Ray
Austin, Texas

MASON, William T.
Norfolk, Va.

MEYER, Sylvan, Miami, Fla.

Henry Marsh
[redacted] - Richmond, Va.

MCLEOD, Powers
Pensacola, Fla.

MERVIS, Helen
New Orleans, La.

MONRO, John
B'ham, Ala.

NABRIT, Samuel
Atlanta, Ga.

OWENS, George
Tougaloo, Miss

PALMER, Robert J.
Sumter, S.C.

PARKER, Allen J.
Tuskegee, Ala.

PITTS, Lucius H.
B'ham, Ala.

POLLIT, Daniel
Chapel Hill, N.C.

RAGLAND, Martha
Nashville, Tenn.

RAMSAY, Claude
Jackson, Miss.

RUBIN, Anna D.
Sumter, S.C.

SAND, Mary
New Orleans, La.

SCULL, David H.
Annandale, Va.

SHIRLEY, Aaron
Jackson, Miss.

SIGUR, Rev. Alexander
New Orleans, La.

SMITH, Frank
Knoxville, Tenn.

Chairman - Review committee

SMITH, Kelly M.
Nashville, Tenn.

WHEELER, John H.
Durham, N.C.

WHEELER, Raymond M.
Charlotte, N.C.

WILEY, Bell I.
Atlanta, Ga.

WILKINS, Josephine
Atlanta, Ga.

WILLIAMS, Avon
Nashville, Tenn.

WILLIAMS, H. Franklin
Coral Gables, Fla.

WIMBISH, C. Bette
St. Petersburg, Fla.

WRIGHT, Alice Spearman
Linville Falls, N.C.

WRIGHT, Marion A.
Linville Falls, N.C.

YOUNGDAHL, James E.
Little Rock, Ark.

Young, Jack
Jackson, Miss

LIFE FELLOWS

MUSE, Benjamin
Reston, Va.

MASON, Vivian C.
Norfolk, Va.

PARRISH, C. H.
Louisville, Ky.

CARLYLE, Irving E.
Winston-Salem, N.C.

CHRISTOPHER, Paul R.
Knoxville, Tenn.

EDUCATION TASK FORCE STEERING COMMITTEE MEETING

NOVEMBER 8, 1972

Steering Committee members in attendance: Charles Grigg, Chairman; Francis Coe, John Monro, Anna Rubin; Staff present: Harry Bowie, John Egerton, George Esser, Leon Hall, George Harris, Marsha Hudgins, Marge Manderson, Gwendolyn Sapp, Emory Via, and Lucy Watkins.

Executive Director George Esser reviewed the process through which the task force concept for SRC has evolved as a means for examining issues, advising on policies and priorities, and as an expanding strategy of involvement of Council members and other Southerners.

The program of the Council's student oriented School Desegregation Project was described by Leon Hall, SDP Director. George Harris reported on a session at SRC on the serious short comings in the data base used to support genetic arguments regarding intelligence. The investigations to date and proposed further reports on education topics were reviewed by John Egerton who is working full time as a consultant to the Steering Committee and staff. The current study of the problem of high school push-outs and SRC's participation in the Education Coalition were reviewed by Emory Via and Leon Hall.

The Steering Committee began its deliberations of the educational proposals suggested by staff. A lively and useful discussion took place on the prospects for building a new constituency in support of desegregated quality education. The Committee concluded that in the interest of building support for public education, the constructive raising of issues, and establishing an information network that constituency building should be vigorously pursued. It was agreed that various specialized and general "publics" or agencies would be included in such a constituency. Relations should be developed with groups aligned behind specific educational issues where compatible with Council purposes. Such groups might range from local community organizations to regional agencies. With such groups SRC should seek to build a mutual relationship based in part on specific assistance which the Council can give them. But an education constituency would also extend to groups and agencies with a general interest in public education and to individuals with special expertise and/or leadership positions whether local or regional. SRC will need to face the task of systematically building the educational constituency. In all likelihood there will be occasions when groups with whom we cooperate will be at odds with one another. This will present a special challenge to seek constructive resolutions of such tensions.

The Steering Committee gave approval to the broad outline of staff proposals and specific project ideas including the pursuit of problems of governance in education, developing understanding of community involvement in education, exploring and monitoring testing and tracking as used in public schools.

It was further agreed that as critically important as they were, issues related to vocational-technical education and black higher education, that they would receive limited attention until more resources are available.

The Committee cautioned against forgetting the central role played by racial issues, racism, and discrimination in all aspects of education. Feelings about racial matters infect the quality of education, student rights, and educational finance just to suggest a few specific areas.

The continuance of the "push-out" study was encouraged by the Committee as the members emphasized the importance of out-of-school students and what happens and fails to happen to students in school as a means for grappling with education issues and providing a focus for encouraging reform.

A field visit "consultation" to gain greater understanding of problems, procedures, innovations, and benefits in current desegregation efforts was discussed. It is proposed that after appropriate background staff work that a medium sized city where desegregation is proceeding constructively, for the most part, be chosen as the site for a visit. School administration

cooperation would be sought with the Committee using the utmost candor in reports and discussions by school officials, community leaders, students, and others. It would be a time of learning for the staff and Committee. It is not anticipated that any city will prove to be a model situation but it can present specific positive policies and approaches and serve to sharpen understanding of the problems in "second generation desegregation". In this form of field visit the Committee and staff will neither be seeking a confrontation between contending views nor a public expose of problems. However, based on information coming out of the discussion and the preparatory investigation the Committee would plan for an exit interview with school officials. This interview would provide an opportunity for comment on what had been learned including dealing frankly with problems which the task force had uncovered. A report reflecting the findings may be issued as a way of informing a larger public on both affirmative ways in which desegregation problems can be faced and where continuing or new problems arise which require solution.

[found w/ 1972? Material]

TASK FORCE STEERING COMMITTEES

ECONOMIC DEVELOPMENT

Ray Marshall--Chairman
George Harris--Staff Coordinator

Members appointed by President	Staff Members
Joan Cashin	Art Campbell
Howard Lee	Alexis Herman
David Scull	Bernice Morrison
Frank Smith	Emory F. Via
Vivian Henderson	
Jim Youngdahl	

---Ex-offico Members from The Executive Committee

EDUCATION

Charles M. Grigg--Chairman
Emory Via--Staff Coordinator

Members appointed by President	Staff Members
Mrs. Francis Coe	John Egerton, Consultant
John Monro	Leon Hall
Sam Nabrit	George Harris
Anna Reuben	Marsha Hudgins
Julius Chambers	Marge Manderson
Lucius Pitts	Paulette Potts
	Doris Reed
	Gwen Sapp
	Lucy Watkins

--Ex-officio Members from the Exec. Comm.

HEALTH

Patt Derian--Chairman
Bob Anderson--Staff Coordinator

Members appointed by the President	Staff Members
Millie Charles	Lynn Bowker
Walter Clancy	Jesse Hinton
Eva Clayton	Jim Humphreys
Harry Huge	Susan Morgan
Aaron Shirley	Paulette Norvel

Raymond Wheeler--Ex-officio Member
from The Executive Committee

HOUSING

John Walker, Chairman
Art Campbell, Staff Coordinator

Members appointed by the President	Staff Members
John Griffin	Jim Humphreys
Earl Johnson	Eugenia Kemp
Powers McLeod	Velvia Jackson
Helen Mervis	Pat Watters
	Jim Wood

John Wheeler--Ex-Officio
from The Executive Committee

SRC – Annual Meeting 1972

REPORT OF THE NOMINATING COMMITTEE, 1972

The Nominating Committee met on September 15-16, 1972, in Atlanta. Because the Council did not meet and act on the recommendations of the 1971 Nominating Committee, the Committee reviewed the recommendations made in the fall of 1971, eliminated those nominees who had not indicated an interest in having their names submitted, and incorporated all of the remaining 1971 nominees into this report.

The Committee had the advantage of a detailed analysis of the characteristics of the Council as of this time, and its recommendation seeks to maintain balances in terms of geography, sex, race, age, and occupation. The process of achieving a good cross-section is a never-ending one, but it is hoped that increased involvement of Southerners in the work of the Council's task forces will help identify new leadership for membership on the Council in years to come.

The Committee will be prepared to respond to questions at the Executive Session of the Council on Saturday morning.

The Nominating Committee therefore submits the following nominations for consideration by the Council at its 1972 Annual Meeting.

For Officers of the Council

President:	Dr. Raymond Wheeler
Vice Presidents:	Mrs. Patt Derian Dr. C. G. Gomillion Dr. Lucius Pitts Miss Josephine Wilkins
Executive Committee:	Mrs. Monica Kelly Appleby Mr. Hodding Carter Mrs. Joan Cashin Mr. Julius Chambers Dr. Vivian Henderson Mr. Donald L. Hollowell Mr. Howard Lee

Executive Committee:
(Continued)

Mr. Henry Marsh
Mr. Robert Palmer
Mr. John H. Wheeler
Mr. James Youngdahl
Mr. Joseph Haas, Legal Counsel

Nominating Committee:
1973

Mrs. Ruth H. Charity
Dr. Herman Long
Mr. Frank Smith

For Members of the Council

Class of 1973:
(To fill a vacancy)

Miss Kate Wilkinson
University, Mississippi

Class of 1975:

Mr. Michael W. J. Cody
Memphis, Tennessee

Mrs. Lawrence Coe
Memphis, Tennessee

Dr. Ralph Dreger
Baton Rouge, Louisiana

Dr. Paul Gaston
Charlottesville, Virginia

Mr. Tom Gilmore
Forkland, Alabama

Mr. Fred Gray
Montgomery, Alabama

Mr. Martin L. Harvey
Baton Rouge, Louisiana

Mrs. Julien J. Hohenberg
Memphis, Tennessee

Mrs. Helen Howard
Atlanta, Georgia

Class of 1975:
(Continued)

Mr. Mordecai Johnson
Florence, South Carolina

Mr. Paul Johnston
Birmingham, Alabama

Mr. Eugene McLemore
Greenville, Mississippi

Mr. Sylvan Meyer
Miami, Florida

Dr. George Owens
Tougaloo, Mississippi

Mr. Robert J. Palmer
Sumter, South Carolina

Mrs. Wallace Rogers
Walterboro, South Carolina

Mrs. Mary Sand
New Orleans, Louisiana

Mr. John W. Walker
Little Rock, Arkansas

Mr. John H. Wheeler
Durham, North Carolina

Dr. Raymond M. Wheeler
Charlotte, North Carolina

Dr. Bell I. Wiley
Atlanta, Georgia

Miss Josephine Wilkins
Atlanta, Georgia

Mrs. Alice Spearman Wright
Linville Falls, North Carolina

Mr. Jack Young
Jackson, Mississippi

Mr. James E. Youngdahl
Little Rock, Arkansas

Class of 1976:

Mrs. Monica K. Appleby
Dungannon, Virginia

Mr. Julian Bond
Atlanta, Georgia

Dr. James Carter
Nashville, Tennessee

Mrs. John Cashin
Huntsville, Alabama

Mrs. Gwen Cherry
Miami, Florida

Mr. Walter B. Clancy
Little Rock, Arkansas

Rev. Phillip Cousin
Durham, North Carolina

Mr. Neil O. Davis
Auburn, Alabama

Mr. E. H. Gadsden
Savannah, Georgia

Dr. Charles M. Grigg
Tallahassee, Florida

Mr. Joel Fleishman
Durham, North Carolina

Dr. Norman Francis
New Orleans, Louisiana

Mr. Aaron E. Henry
Clarksdale, Mississippi

Mrs. Barbara Howard
Crozet, Virginia

Miss Mary Jones
Richmond, Virginia

Mr. E. T. Kehrer
Atlanta, Georgia

Mr. George Lewis, II
Tallahassee, Florida

Dr. Herman H. Long
Talladega, Alabama

Class of 1976:
(Continued)

Rev. Powers McLeod
Pensacola, Florida

Mr. Hawk Little John
Louisville, Tennessee

Mrs. Helen Mervis
New Orleans, Louisiana

Mr. Eugene Patterson
St. Petersburg, Florida

Dr. Daniel Pollitt
Chapel Hill, North Carolina

Mrs. Louise Shils
Birmingham, Alabama

Mr. Frank Smith
Knoxville, Tennessee

Respectfully submitted:

Mrs. Ruth Harvey Charity, Chairman
Dr. Herman H. Long
Mrs. Jane Schutt
Mr. Howard Lee
Mr. Harry Huge

REPORT OF THE EXECUTIVE COMMITTEE

[by Raymond M. Wheeler, M.D.
Chairman]

to the Members of the Council
in Annual Meeting
Atlanta, Georgia

November 13, 1968

Since the last Annual Meeting your Executive Committee has met four times to supervise the work of the staff and otherwise conduct the business of the Corporation.

Immediately following last year's Annual Meeting the Committee chose to meet on the weekend of December 1-3, to conduct a thorough review and evaluation of the Council's programs and projects. We were particularly anxious to do this before a new proposal was submitted to the Ford Foundation. The proposal, just approved by the Ford Foundation, was largely a result of this weekend of work.

In other action, the Committee prepared a resolution on behalf of the Council for Mrs. Clement on the death of Dr. Rufus E. Clement; elected Dr. Frank Graham as a Life Fellow since this action was inadvertently overlooked at the Annual Meeting, and instructed the staff to make every effort to have Dr. Emory Via accept a permanent position with SRC. Happily, he has since done so.

In keeping with the request of the members the Executive Committee prepared a statement re-affirming the interrelationships between our regional concerns and the national and international scene. That statement is appended to this report.

In January, two new members were welcomed to the Committee. They are: Dr. Samuel Cook of Durham, and Mr. Frank Smith of Knoxville.

At that time the Committee also considered the recommendation of the Members that plans be devised to have greater participation in Council affairs by all the Members.

Accordingly, a Program Committee was appointed and the new format of this meeting is the first result of its work. We are grateful to the Committee for the time it has devoted to this assignment. So, too, A Lillian Smith Award Committee was appointed and you will hear tonight the presentation of that award for the first time.

Our April meeting was held two days after the assassination of Dr. Martin Luther King, Jr. This tragedy overshadowed any business before the Committee and work was held to a minimum. A message on behalf of the Council was sent to Mrs. King and the decision was made to run as advertisements a statement from the Council in the New York Times and the Atlanta Journal and Constitution. You were sent copies of that statement.

Throughout the year the Committee has spent considerable time discussing the relationship between SRC and the State Councils on Human Relations. A special committee of three SRC Executive Committee members and three state Directors met to determine the viability or non-viability of Counsils and their report was heard

and approved at our September meeting. We hope shortly to act further and determine support for each state Council next year, now that we know of the commitment of the Ford Foundation. We are concerned at the small amount of funds available, but shall use them as wisely as possible and shall attempt to seek additional resources for this purpose.

At our September meeting the Executive Committee approved certain changes in the Department of Information and Research. Two co-equal positions were created under the supervision of the Director of Information. These positions are: Editor, SRC Publications and Director of Research. Robert E. Anderson, Jr. was appointed Editor, and Mrs. Glenda Bartley was appointed Director of Research. These two appointments are important to the Executive Committee for a number of reasons, one of which is the recognition of the remarkable contributions Glenda and Bob have made to the work of the Council. Congratulations to you both.

Throughout the year, the Executive Committee has enjoyed the support and cooperation of the staff as we worked together in difficult times. Our admiration for the staff and for our Executive Director has mounted as we have observed their skill, their competence, and their commitment to the Council and to the southern region. They are a marvelously talented and articulate group, unique in the South and perhaps in the country. My

own devotion to them and appreciation for their accomplishments is difficult to express. I know you share my feelings, and your best efforts in the next two days of conference and deliberation will, I am certain, give voice to your confidence in the staff and in the future of the Council.

I have just now reported to you, as objectively and completely as I know how, the work of your Executive Committee during the past year. Shortly, you will begin your own analysis of the Council, which will lay the groundwork for a stronger and more effective organization in the years which lie ahead of us.

I shall not have completely fulfilled my responsibility to you without an attempt to share with you some of the insights and some of the concerns which have inevitably developed in my own mind during my work with the Council and with others of you in the southern region during the past year.

It is important to me that you understand my appraisal of the climate of our times as it relates to the Council and to the role it must take in the future. But first, I would like to summarize briefly what seems to be the predominant viewpoint of many thoughtful liberals today -- both black and white. Their thinking, while not identical with my own, must necessarily influence it greatly.

One prominant liberal leader describes our

predicament in these words: "Never has our society shown such rapid degeneration as in the past year. It looks as if we are on the road to self-destruction, so intense are the group antagonisms." What she said is what we all have read of the polarization of our society between right and left, white and black, with ever decreasing channels of communication.

Others have pointed to the phenomenal growth of the Wallace Movement as impressive and even incontrovertible evidence of the shift to the right in the attitudes of millions of white voters -- a shift based primarily on and motivated by the white man's hatred for the Negro.

In the fifties Communism was the scare word, used effectively to frighten both the informed and the uninformed, to shatter our faith in the strength of a democratic society, and to insulate our minds against progressive thought and against recognition of the need to improve the human condition. Today, Communism has been replaced by the phrase "law and order," another code for regression and repression, used as a justification for avoiding a constructive approach to the social problems which beset us.

The increasing power of the far right in the political spectrum has become another reason for pessimism and alarm. It is based on the growing influence of the Birchites, Strom Thurmond, and Max Rafferty on the form and thrust of one of the two major political parties, to say nothing of the flood of young supporters who have been

caught up in the Wallace Movement and other right-wing organizations.

The War in Vietnam has become increasingly repugnant to Americans of all political persuasions. It has deepened the schism between our people and their government and has increased the anger and frustrations and fears of great numbers of people. This is true, I think, but I suspect that the major reason for our distaste of the war is not what it should be -- that it is an immoral exercise in power politics, capable of destroying an unlimited number of human lives for morally unjustifiable ends. Rather, I regret to say, the war is repugnant because it has become expensive, painful, and impossible to win.

This, it seems to me, is generally how the climate of our times is portrayed and likely with great accuracy. The question is whether it is accurately interpreted. Are we correctly analyzing and interpreting the facts as they unquestionably exist?

Perhaps the swift succession of shocks and horrors of the past year has distorted our judgment. Perhaps all is not lost. Perhaps there are new insights to be had which will give us different and more effective direction.

We should remember that our society has always been polarized. There have been for a hundred years a black and white community. The white has been larger, more

powerful, insensitive and cruel, and repressive. The black has been small, and until recently, apathetic, silent -- thinking and feeling then as it does now, but inarticulate and unresisting -- no significant communication existed between them.

With the advent of the civil rights movement of the late 50's and the early 60's, contact between the two became abrasive and the confrontation brought awareness, resistance, and for the first time, real communication. With painful encounter, there has come more understanding, more soul-searching, and a better opportunity for eventual unity.

The Wallace Movement should hardly be a surprise to us. The people who comprise it have always been there, inarticulate and without the shrewd leadership which has now given them cohesiveness. In my city, an analysis of nearly 20,000 white voters who registered this fall disclosed that most had never registered before. They had been in that city all along, untouched and unsought by the kind of leadership which might have offered them a different sort of salvation than Wallace promised them.

To say that all of those people which now make up the Movement to the right -- are there primarily due to racial attitudes -- is an oversimplification.

As David Riesman points out, the United States has always been a conservative society, but reasonably generous, apathetic, willing to put up with change. Now

the great bulk is caught in a squeeze between the right and the left, both of which have adopted extremists measures most people don't understand and are unwilling to tolerate. Poorly informed, inarticulate, confused, and fearful, they turn to the leader who provides an assurance and self confidence which is conveyed by simple, electrifying answers to complex problems.

I find it difficult to believe that most white people in the South or in our country, are basically racist, that is, motivated and nourished by the necessity to hate other men. There may be 5-10% of white and of blacks who are filled with an unreasoning anger and perfectly willing to destroy the system and the society in order to relieve their own pain. Most of the rest share none or little of these feelings, but their problem, both black man and white man, is that neither knows how to distinguish -- the black between racism and ignorance, and the white between destructive hate and determined but constructive militancy -- and so, in their searching, they move further apart.

Riesman, to whom I referred earlier, points out that there is ever present resentment by the conservative majority to any definition of American society sharply at odds with its own -- a resentment toward scientific, smooth, well educated man who understands the modern world and even profits by it. This is an anti-intellectualism exemplified by the anti-floridation forces or the vote against a school bond issue.

The South has a similar politics of resentment based on the issue of race. This permits the development of a counter-establishment in opposition to moderate, upper-class paternalistic whites who do not feel threatened by the Negro and even permit or advocate a certain loosening of racial restrictions. These whites can and have been pushed out of authority by less affluent segregationists.

Mr. Riesman points out that only under certain conditions like an unsatisfactory war, do these local pockets of resentment coalesce into a national movement and he says that today they are reacting to the widespread and not wholly unrealistic feeling that there is no one in charge in America -- that the country faces dissolution and anarchy.

The people about whom Riesman is talking are fearful of our impotence abroad and they also fear for their lives and safety at home. Their cry for law and order is not entirely a code phrase for the racist demand to put down black anger although it is certainly being exploited as such by many who find it politically profitable to do so.

It is these people who populate the metropolitan area neighborhoods that are frequently contiguous to Negro slums. Their concern with street crime is personal, real, and daily. Some of them are firemen or policemen who fear being ambushed. Others are small merchants trapped and afraid in the ghetto.

Ninety-four per cent of white working class Americans have no education beyond high school and 45% have not completed the eighth grade. Public concern today dwells chiefly on the educational disadvantages of blacks and this is not unnoted by the uneducated, resentful white man.

In the South there are as many white poor as there are Negro, but the white man hears and believes, even though incorrectly, that poverty programs are for Negroes.

Where desegregation has taken place, the poorer, uneducated white, least able to cope with the change, has become the most involved. Upper-class neighborhoods stay lily-white, white public housing is desegregated. Restaurants, movies, public pools, and golf courses are desegregated. Country clubs, private swimming clubs, and dining clubs remain all white.

Mr. Wallace and Mr. Nixon have not been incorrect in talking about the forgotten Americans and it is no wonder that a significant number of them have turned to the right for recognition and leadership.

Contemporary liberal leadership in this country has failed in its responsibility to a great mass of white Americans as well as to Negroes. It has led us into a war on the other side of the world and abandoned its underpaid, undereducated, and unfairly taxed constituency among "small people" who have previously provided the votes that made liberal government possible.

Whatever progressive social legislation has accomplished in recent years has been primarily in behalf of the black poor, or at least I suspect the white poor see it that way. And, so long as there are more poor white voters than black voters, liberals who alienate the whites deal defeat to the blacks.

Whenever we are able to convince poor whites that socially progressive programs are in their interest also, we shall again have their support. Low-income and low-middle-income whites, like the black poor, are also possessed by a sense of powerlessness, are also alienated, are also resentful, and their backlash may actually be a plea to America for help.

Increasingly, and with reluctance, I have begun to accept the statements of thoughtful black people who say that an integrated society on terms mutually acceptable to whites and blacks, is likely not yet possible. There is little evidence that the white man has willingly shared or given us any significant amount of his power and, where he has, he has done it, not because he believes it is right, but because he has been forced by circumstances to do it as the more desirable alternative to social or economic disruption. It is not difficult to understand the point of view that advocates a turning inward by black people to their own community strongholds where they will attempt to create for themselves the kind of economic, social, and political power that can enable the black to confront the white on equal terms. He demands

the right to make his own decisions, to take risks, to make errors, and to shape his own destiny without paternalistic assistance which barely disguises an effort to control the direction and the speed of the progress the establishment is willing to permit.

Perhaps we are somewhat naive in our understanding of human nature, if we expect that any man, black or white, will willingly give up power he already possesses. If so, then like it or not, whites who are impatient for an integrated society, may have to wait, as the black man "does his thing," hopeful for his success and frustrated by our own inability to participate.

But as we wait, there is much to be done which can make the task of the Negro easier, as he seeks to achieve his rightful share of power.

Liberals, rather than urging bigger slices of the education, political, and employment pies for black Americans, must begin to find ways to bake bigger pies, thereby helping all without punishing any. In this process, we can create more power and more effective political representation which can then be shared by black and white.

White racism as a battle cry with which to wage war against black poverty will be largely ineffectual. A people who consider themselves reasonably decent and humane will not be moved -- on the contrary, they may become more hostile and resentful, and turn for leadership to those who respect and justify them as they are.

We must begin to look for ways to achieve a new coalition of the discontented -- both black and white. Instead of talking about crime, riots, and violence, we must talk about the aspirations and the concerns which we all share.

We must talk about a disgracefully inferior educational system, about black and white crowded and ill-equipped classrooms. We must make them understand that segregation is only one reason that we have poor schools -- that another is simply the stubborn and selfish unwillingness of the business and political leadership of the country to pay for the kind of schools our children deserve.

We must talk about job opportunities for all, not just dead-end jobs but meaningful work that does not limit the future to the worn and despairing patterns of the past. And we must help the country to understand that the reality of full, meaningful, adequately compensated employment in this country means a golden economic age, the likes of which we have not yet seen.

We must try to help people understand that a guaranteed adequate income for those who cannot work is not a give away to the lazy but a provision for the helpless, white and black, which is a mark of our compassion and our civilization.

We must look at the great mass of disenfranchised voters in the South and realize that, by no means, are they all black. The average white Southerner, too, has been

lied to, tricked, robbed, and misled by a plitical leadership that has persuaded him to vote against his own self interest and the interest of all of us, white and black.

The greatest evil in our country today is not racism but ignorance. I believe unconditionally in the ability of people to respond when they are told the truth and we have not yet found a way to see to it that they hear the truth. We need to be taught to study rather than to believe, to inquire rather than to affirm.

This is the great challenge to black and white southern leadership. Our basic philoscphy is clear. We do not need a new one. We are committed to an integrated society for, in a truly democratic society, there can be no freedom without integration. Our task, then, is to nurture and strengthen the newly developing political strength among both young blacks and young whites who have already made a magnificent contribution to the struggle for a more humane and just society. But further, we must try harder than ever to reach the great mass of the uninformed whose basic interests are no different from our own, if they but knew it. We have to find ways to establish communication and to disseminate the facts.

Obviously, we have not yet found those ways. I don't have the answers for my own questions, but I have great hope that here -- with your sensitive minds, your deep concerns, and your knowledge of the region -- you can find for the Southern Regional Council, a new and more effective

role among our people.

Give us responsible, disciplined participation. Leave with us new goals and specific methods by which they can be achieved. I assure you that your staff and your Executive Committee will give them the most serious and detailed consideration.

Raymond M. Wheeler, M.D.
Chairman

We note that our commitment to regional development and racial justice in the South become increasingly entwined with events of the nation, and indeed with the problems of the world. This interrelationship has become so strong that it is now difficult to restrict our thinking and comment to the South.

American freedom of movement has caused problems of this region to appear in new and sharper forms in urban ghettos all over the country. The resultant explosions of frustrated people during the last two years have induced new attitudes among Negroes and whites alike, attitudes which are quickly reflected back into the region. Increasingly, the same attitudes afflict the nation and the region.

National policies, or the lack of them, to deal with the problems of American cities and rural areas, and to offer assistance and rehabilitation of the poor affect this region significantly. We note with regret and concern the lack of leadership this region has offered for development and support of programs which we need as a nation. We remind the leaders of government and business in the South and in the nation that, even now, the search for sound measures is infinitely valuable.

The continued existence and increasing awareness of racism in this country has the most profound importance in our dealings with the nations of the world. We recognize that the struggle of minorities in this country for equal opportunity is often equated with the struggles everywhere of peoples seeking independence and self expression. We recognize the grave significance of color in these struggles in this country and throughout the world.

It is tragic that this richest of nations has not developed a society free of fear, hunger, and want. We recognize the impact of this failure on the billions of people in fear, hunger and want throughout the world.

We call on our nation to recognize these matters, to adopt programs compatible with both the need and the potential of this great country, to resolve honorably and swiftly, with new and imaginative approaches, the international conflicts in which we are involved and to take the lead in achieving the greatness which is in man universal.

SOUTHERN REGIONAL COUNCIL STAFF

[ante-1969 found w/ 1968 matl.]

ADMINISTRATIVE

Paul Anthony - Executive Director

Mrs. Mildred Johnson - Secretary

Mrs. Ruth Vick, Secretary-Treasurer

Miss Priscilla Eddy - Assistant

Jim Wood - Executive Assistant

Mrs. Luesta Knox - Receptionist

Miss Marge Manderson - Staff Artist & Layout

Miss Janet Smith - Circulation

Mailroom

Mrs. Bernice Cook - Mailroom Supervisor

Jesse Hinton - Mailroom Assistant

RESEARCH DEPARTMENT

Pat Watters - Director of Information

Robert Anderson - Editor of Publications

Warren Pritchard - Editorial Assistant

Mrs. Bernice Morrison - Librarian

Mrs. Doris Reed - Research Associate

Miss Barnetta Jackson - Research Assistant

Mrs. Joyce Meekins - Research Assistant

Horace Barker - Temporary Research Writer

Mrs. Claire Brown - Research Assistant

Mrs. Janet Shortt - Administrative Secretary

SOUTHERN REGIONAL COUNCIL STAFF - 2.

VOTER EDUCATION PROJECT

Vernon Jordan - Director

Mrs. Nobbie Morgan - Administrative Secretary

John Morris - Special Assistant for Program Development

Marvin Wall - Director of Research

Charles Rooks - Associate Research Director

Miss Patricia Madsen - Research Assistant

Miss E. J. Neely - Research Assistant

Miss Faustina Stephenson - Secretary, Receptionist

Mrs. Jerusha Brothers - Research Secretary

Miss Marilyn Adamson - Secretary

Thaddeus Olive, Jr. - Assistant Field Director

RESOURCES DEVELOPMENT CENTER

Community Organization

John Lewis - Director

Stan Alexander - Assistant

Miss Mozell Varner - Secretary

Housing and Urban Development

Moreland Smith - Director

Art Campbell - Assistant

Miss Mozell Varner - Secretary

Labor Program

Emory F. Via - Director

Mrs. Katharine Martin - Secretary

Leadership Project

Reece Cleghorn - Director

Miss Kitty Griffith - Assistant to the Project Director

Mrs. Ruth Howard - Secretary

[Found w/ 1968 mat'l.]

BY-LAWS*

of the

SOUTHERN REGIONAL COUNCIL, INC.

PRESENT BY-LAWS:	PROPOSED BY-LAWS CHANGES
ARTICLE I. NAME, AREA, AND PURPOSE	
Section 1. Name	
The name of this organization shall be the Southern Regional Council, Incorporated. The terms "Council" or "Corporation" used hereafter in these by-laws shall mean the "Southern Regional Council, Incorporated."	
Section 2. Area	Section 2. Area
For the purposes of this Corporation the Southern Region shall be defined as embracing the states of Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, and Virginia. All members of the Corporation shall be residents of this area. This area may be increased or reduced at any annual meeting of the members as hereinafter defined.	Delete "Kentucky" and "Oklahoma"
Section 3. Purposes	Section 3. Purposes
The purposes of the Southern Regional Council are to exist and function as an eleemosynary organization, and more particularly to organize and maintain a Regional Council and to cooperate with like State organizations in the Southern Region for the improvement of economic, civic, and racial conditions, in the endeavor to promote a greater unity in the South in all efforts towards regional and racial development; to attain through research and action programs the ideals and	Delete the word "action" and substitute "special,"

*Amended version, approved by the full Council, November 8-9, 1961

practices of equal opportunity for all peoples in the region; to reduce racial tension, racial misunderstanding, and racial distrust; to develop and integrate leadership in the South on new levels of regional development and fellowship; and to cooperate with local, state, regional, and national agencies on all levels in the attainment of the desired objectives. The Council shall not engage in carrying on propaganda or otherwise attempt to influence legislation nor engage in any form of political activities.

ARTICLE II. MEMBERS

Section 1. Members

A. The members of the Corporation shall be not more than 100 or less than 64 persons, hereafter called members.

B. A member shall hold office for the four years or until he shall have resigned, died, or been removed in the manner provided by Section 8 of this article. A member may be eligible to succeed himself. In the years 1961 through 1964, there shall be at least ten new members elected each year. Thereafter, there shall be at least five new members elected each year.

C. Successors to members shall, upon expiration of terms or death, resignation, or removal, be elected by all members of the Corporation, at the next meeting, following occurrence of such vacancy; except that, in intervals between annual meetings, the Executive Committee shall be empowered to fill vacancies in the membership of the Council.

Section 2. Notice of Meetings and Membership Rights

A. Notice of the place, day, and hour of every regular and special meeting shall be given to each member not less than ten (10) days before the

Section 1-B (Members):

Delete "In the years 1961 through 1964, there shall be at least ten new members elected year. Thereafter,"

meeting, by delivering the same to him personally, or sending the same to him by telegraph or telephone or by leaving the same at his last known post office address, according to the records of the Corporation. It shall not be requisite to the validity of any meeting of the Council that notice thereof shall have been received by any member who is present thereat or, if absent, waives notice thereof in writing filed with the records of the meeting either before or after the holding thereof. No notice of any adjourned meeting of the Council need be given.

B. The rights of any member in the Corporation shall not be assignable or transferable, except in the case of proxies, as provided in Section 4 of this article and his rights shall cease with death, resignation, or termination of membership for any cause.

Section 3. Voting

Each member shall have one vote and, except in cases in which it is by the charter or by these by-laws otherwise provided, a majority of the votes cast shall be sufficient to elect and to pass any measure. Voting by mail may be conducted on such questions and in such manner as may be provided by the Executive Committee.

Section 4. Proxies

Any member entitled to vote at any meeting of members may vote either in person or by proxy. All proxies shall be given to members of this body only, and each one shall designate the name of the member who shall act as proxy. Every proxy shall be in writing, subscribed by the member, or his duly authorized attorney, and dated, but need not be

sealed, witnessed, or acknowledged. Proxies shall be delivered to the secretary of the Corporation before such meeting or to the inspectors at the meeting.

Section 5. Annual Meetings

The Corporation shall hold annually a meeting for the election of officers and for the transaction of general business at its principal office in Atlanta at ten o'clock a.m. on the second Wednesday in November in each year, if not a legal holiday, or at such other place and such other times as may be designated by the Executive Committee, provided notice of such meeting, including day, hour, and place, shall be given each member of the Council in writing at least thirty days in advance. Such annual meetings shall be general meetings; that is to say, open for the transaction of any business within the powers of the Corporation without special notice of such business, unless otherwise provided in these by-laws.

Section 6. Special Meetings

At any time in the interval between annual meetings, special meetings may be called by the president or any ten (10) members.

Section 6. Special Meetings

Increase the number who may call a special meeting from 10 to 15.

Section 7. Quorum

Fifteen members of the Council shall be necessary to constitute a quorum for the transaction of business at every meeting of the members; but if at any meeting there be less than a quorum present, a majority of those present may adjourn the meeting from time to time, but not for a period of over fifteen (15) days at any one time, without notice other than by announcement at the meeting until a quorum shall

Section 7. Quorum

Increase the number that shall constitute a quorum from 15 to 20.

attend. At any such adjourned meeting at which a quorum shall be present, any business may be transacted which might have been transacted at the meeting as originally notified.

Section 8. Removal

At any meeting called with that purpose stated in the call, any member may, by a majority of the votes cast, be removed from office for cause, and another be appointed in the place of the person so removed to serve for the remainder of his term. Permanent change of residence or citizenship to a point beyond the area, as defined in or pursuant to Article I, Section 2, will automatically terminate the membership of one so changing residence or citizenship.

ARTICLE III. FELLOWS

The Council may award honorary fellowships, not exceeding one hundred (100) in number, to Southerners who have demonstrated exceptional talent for constructive leadership. Fellows shall be chosen in such manner as the Council may prescribe, provided they are well distributed as to race, sex, creed, occupation, and place of residence. The duties of fellows shall be to cooperate with the Council as observers, advisers, correspondents, and special representatives. Fellows may receive such honoraria or reimbursement of expenses incurred at the request of the Executive Committee as the Council may direct. The term of a fellowship shall be for two years, unless otherwise provided by the Council, and fellowships may be renewed or withdrawn at the discretion of the Council. Fellows need not be members of the Corporation.

Article III. FELLOWS

Add: Section 1. Honorary Fellows, leaving text as shown.

Add: Section 2. Life Fellows, following Section 1. Honorary Fellows with the following text:

> "Persons who have made outstanding contributions in the areas of the Council's interests may be elected as Life Fellows. Life Fellows shall be invited to participate in Council affairs and to attend Annual Meetings. They shall not, however, have the right to vote on policy matters. Life Fellows shall be recommended by the Executive Committee to the full membership at Annual Meetings at the same time as the report of the Nominating Committee is given."

ARTICLE IV. COMMITTEES

Section 1. Executive Committee

The Council shall provide for an Executive Committee of not more than nine (9) members in addition to the President and vice-presidents, treasurer, and counsel. The Executive Committee shall serve during the pleasure of the Council and may be discharged and the Committee abolished at any time by the Council. Unless one of the members shall have been designed as chairman by the Council the Executive Committee shall elect a chairman from its own number. During the intervals between the meetings of the Council the Executive Committee shall possess and may exercise all the powers of the Corporation, conferred by these by-laws or the charter of the Corporation, in all cases in which specific directions shall not have been given by the Council. The Executive Committee shall keep full and fair accounts of its transactions. All action by the Executive Committee shall be reported to the Council at its meeting next succeeding such action, and shall be subject to revision and alterations by the Council; provided that no rights or third persons shall be affected by any such revision or alteration. Vacancies in the Executive Committee shall be filled by the Council or the Executive Committee itself during the interim between the Council meetings. All vacancies shall be filled from among members of the Council.

Section 2. Meetings of Executive Committee

The Executive Committee shall fix its own rules of procedure, and shall meet as provided by such rules or by

Section 1. Executive Committee

Increase the size of the Executive Committee from 9 to 11 members.

resolution of the Council, and it shall also meet at the call of the chairman or of any three members of the Committee. A quorum of the Executive Committee shall consist of not less than five (5) members of the Committee. If necessary, members of the Executive Committee may by written notice appoint a proxy from among the members of the Council to attend and vote on behalf of such members.

Section 2. Meetings of Executive Committee

Increase the number of persons that may constitute a quorum for the Executive Committee from 5 to 7.

Section 3. National Advisory Committee

The Council may establish a National Advisory Committee, composed of persons who reside outside the area of the Southern Regional Council and who are sympathetic with the aims and policies of the Council, whose purpose shall be to advise the Council on matters pertaining to its work.

Section 4. Nominating Committee

There shall be a Nominating Committee of not less than five (5) members. Three members shall be elected by the Council from its membership at its annual meeting. Two members shall be appointed by the joint action of the President and the Executive Committee. The Nominating Committee shall meet not less than thirty (30) days before the annual meeting for the purpose of nominating: (1) members of the Council, (2) officers of the Council, (3) members of the Executive Committee and (4) three members of the succeeding Nominating Committee. As provided in Article II, Section 1-B, the Nominating Committee shall include the names of at least five new persons in its slate of nominees: at least ten in the years 1961-1964.

Section 4. Nominating Committee

Delete "at least ten in the years 1961-1964."

Section 5. Other Committees

The Council may by resolution provide for such other standing or special committees as it deems desirable and may discontinue the same at pleasure. Each such committee shall have such powers and perform such duties, not inconsistent with these by-laws, as may be assigned to it by the Council. If provision be made for any such committee, the members thereof shall be appointed by the Council. Vacancies in such committees shall be filled by the Council or by such committee or officer as the Council may authorize to fill such vacancies.

ARTICLE V. OFFICERS

Section 1. Executive Officers

The executive officers of the Corporation shall be a president; one or more vice-presidents, not to exceed four; an executive director; one or more assistant directors, a secretary, and a treasurer. The president, vice-presidents, and treasurer shall be chosen from among the members of the Corporation. The executive director, assistant directors, and secretary shall not be members of the Corporation. The offices of secretary and treasurer may be held by the same person, in which case the secretary-treasurer shall not be a member of the Corporation. The president and vice-presidents shall be elected annually by the Council. The executive director and assistant directors, secretary-treasurer, and counsel shall be subject to confirmation annually by the Council, upon the recommendation of the Executive Committee. Officers shall hold office until the corresponding meeting in the next year, and until their successors shall have been fully

chosen and qualified, or until they shall have resigned or shall have been removed, in the manner provided in Article II, Section 8. Any vacancy in any of the above offices shall be filled for the unexpired portion of the term by the Council, at any regular or special meeting.

Section 2. President

The President of the Corporation shall serve as chairman of the Council. He shall, when present, preside at all meetings of the Council, and he shall perform such other duties as, from time to time, may be assigned to him by the Council.

Section 3. First Vice-President

At the request of the president, or in his absence or disability, the first vice-president shall perform all the duties of the president; and when so acting shall have the powers of the president; and shall perform such other duties as, from time to time, may be assigned to him by the Council.

Section 4. Additional Vice-Presidents

Each additional vice-president, if any, shall perform the duties of the office in order of his rank and shall have such powers and perform such duties as may be assigned to him by the Council.

Section 5. Executive Director

The executive director shall be charged with the execution of the program and policies of the Council as defined by the Council, and shall be responsible directly to the Council. He shall have general charge and supervision of the employed personnel of the Council, he may sign and execute, in the

name of the Corporation, all authorized deeds, mortgages, bonds, contracts, or other instruments, except in cases in which the signing and execution thereof shall have been expressly delegated to some other officer or agent of the Corporation; and he shall perform such other duties as, from time to time, may be assigned to him by the Executive Committee or by the Council.

Section 6. Assistant Directors

The assistant directors shall work in cooperation with the executive director in the administration of the program and policies of the Council. In the absence or disability of the executive director, one of the assistant directors will be designated by the executive director, or by the executive committee, to perform, temporarily, the duties of executive director.

Section 7. Secretary

The secretary shall keep the minutes of the meetings of the Council and of the Executive Committee, in books provided for the purpose; he shall see that all notices are duly given in accordance with the provisions of these by-laws, or as required by law; he shall be custodian of the records and of the corporate seal or seals of the Corporation; he shall see that the corporate seal is affixed to all documents, the execution of which, on behalf of the Corporation, under its seal, is duly authorized, and when so affixed may attest the same; and, in general, he shall perform all duties incident to the office of a secretary of a corporation, and such other duties, as from time to time, may be assigned him by the Council or by the by-laws.

Section 8. Treasurer

The treasurer shall have charge of and be responsible for all funds, securities, receipts and disbursements of the Corporation, and shall deposit, or cause to be deposited, in the name of the Corporation, all monies or other valuable effects in such banks, trust companies, or other depositories as shall, from time to time, be selected by the Council; he shall render to the president and to the Council annually, and at other times whenever requested, an account of the financial condition of the Corporation; and, in general, shall perform all duties incident to the office of a treasurer of a corporation, and such other duties as may be assigned to him by the Council.

Section 8-A. Secretary-Treasurer

All or some of the duties contained in Sections 7 and 8 may be assigned to one person. This person will be designated Secretary-Treasurer.

Section 9. Controller

The office of controller may be created by the Council, and the duties and authority of such officer shall be fixed by the Council.

Section 10. Counsel

The duties and authority of counsel shall be fixed by the Council, and he shall be a member of the Council, by virtue of his office.

ARTICLE VI. AMENDMENTS

These by-laws, or any of them may be altered or repealed, and new by-laws may be adopted at any annual meeting of the members, or at any special meeting called for that purpose, by the vote of a majority of the members represented in person or by proxy and entitled to vote thereat, provided that such proposed change has been submitted to the membership at least thirty (30) days prior to the meeting.

THE SOUTHERN REGIONAL COUNCIL, INC.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

January 1968

OFFICERS*

PRESIDENT

John H. Wheeler

VICE-PRESIDENTS

Paul R. Christopher
Lucius H. Pitts
C. G. Gomillion
Josephine Wilkins

THE EXECUTIVE COMMITTEE

Raymond M. Wheeler, Chairman

Samuel DuBois Cook
Frank Smith
James McBride Dabbs
McNeill Smith
Albert W. Dent
H. Franklin Williams
Vivian W. Henderson
Marion A. Wright

LEGAL COUNSEL

Joseph F. Haas

EXECUTIVE DIRECTOR

Paul Anthony

*Addresses of officers are given in the attached list of Members of the Council. All organizations and positions are shown for identification purposes only.

Board of Directors

CLASS OF 1968

Mr. Fred D. Alexander
Realtor
2140 Senior Drive
Charlotte, North Carolina (28208)

The Rev. Hubert Beckwith
Congregational Christian Church
of Fairfax County
P. O. Box 288
Annandale, Virginia (22003)

Dr. A. D. Beittel
American Friends Service Committee
P. O. Box 4325
Fondren Station
Jackson, Mississippi (39216)

Dr. B. R. Brazeal
Academic Dean
Morehouse College
Atlanta, Georgia (30314)

The Rev. W. C. Brooke
St. Elizabeth's Episcopal Church
P. O. Box 4211
Roanoke, Virginia (24015)

Mr. H. A. Hank Brown
President, AFL-CIO, Texas
Box MM - Capitol Station
Austin, Texas (78711)

Mr. I. H. Burney
Insurance Executive
Box 2140
Jacksonville, Florida (32203)

Mr. Irving E. Carlyle
Attorney
Wachovia Bank Building
Winston-Salem, North Carolina
(27101)

Mr. Paul R. Christopher
Regional Director, AFL-CIO
216 Flatiron Building
Knoxville, Tennessee (37917)

Mr. James McBride Dabbs
Planter, Author
Rip Raps Plantation
Mayesville, South Carolina
(29104)

Mr. Herbert M. Davidson
Publisher
Daytona Beach News-Journal
Daytona Beach, Florida
(32014)

Dr. Albert W. Dent
President
Dillard University
New Orleans, Louisiana
(70122)

The Rev. Duncan M. Gray, Jr.
St. Paul's Episcopal Church
1116-23rd Avenue
Meridian, Mississippi
(39301)

The Hon. Brooks Hays
Attorney
Little Rock, Arkansas
(314-2nd Street, S. E.
Washington, D. C. - 20003)

Dr. Douglas Jackson
Perkins School of Theology
Southern Methodist Univ.
Dallas, Texas (75222)

Mr. George Lewis, II
President
The Lewis State Bank
Tallahassee, Florida
(32301)

Class of 1968 (Continued)

Dr. Herman H. Long
President
Talladega College
Talladega, Alabama (35160)

The Rev. Powers McLeod
District Superintendent
The Methodist Church
2252 Allendale Road
Montgomery, Alabama (36111)

Mrs. Helen Mervis
1422 Valence Street
New Orleans, Louisiana (70115)

Mr. Matthew J. Perry
Attorney
P. O. Box 838
Columbia, South Carolina
(29202)

Mr. Daniel Pollitt
Professor of Law
University of North Carolina
Chapel Hill, North Carolina
(27514)

Mr. Frank Smith
Director
Tennessee Valley Authority
405 New Sprankle Building
Knoxville, Tennessee (37902)

Mr. C. H. Thomas, Jr.
Professor of Political Science
South Carolina State College
Orangeburg, South Carolina
(29115)

Mrs. Charles White
2209 Southmore Boulevard
Houston, Texas (77004)

CLASS OF 1969

Mr. J. Bill Becker
President
Arkansas AFL-CIO
1408 Rebsamen Park Road
Little Rock, Arkansas (72202)

Mrs. Joe R. Brewer
Box 314, Route 1
Scott, Arkansas (72142)

The Rev. Caxton Doggett
Hyde Park Methodist Church
Platt at Cedar & Magnolia
Tampa, Florida (33606)

Dr. Luther H. Foster
President
Tuskegee Institute
Tuskegee Institute, Alabama
(36088)

Dr. C. G. Gomillion
308 Bibb Street
Tuskegee Institute, Alabama
(36088)

Dr. John A. Griffin
Executive Director
Southern Education Foundation
811 Cypress Street, N. E.
Atlanta, Georgia(30309)

Mr. Joseph F. Haas
Attorney
2709 First National Bank Building
Atlanta, Georgia (30303)

Mrs. Grace T. Hamilton
582 University Place, N. W.
Atlanta, Georgia (30314)

Class of 1969 (continued)

Mr. Donald L. Hollowell
Regional Director
Equal Employment Commission
1776 Peachtree Street, N. W.
Atlanta, Georgia (30309)

Dr. Guy B. Johnson
Research Professor of Sociology
and Anthropology
University of North Carolina
Chapel Hill, North Carolina
(27514)

Miss Barbara Jordan
Attorney
5303 Lyons Avenue
Houston, Texas (77020)

Mr. William H. Maness
Attorney
603 Florida Theatre Building
Jacksonville, Florida (32202)

Rabbi Charles Mantinband
Temple Emanuel
Box 1502
Longview, Texas (75601)

Mrs. Vivian Carter Mason
2630 Chesterfield Boulevard
Norfolk, Virginia (23504)

The Rev. M. D. McCollom
District Superintendent
The Methodist Church
P. O. Box 423
Walterboro, South Carolina
(29488)

Mr. Benjamin Muse
Heron House
Reston, Virginia (22070)

Mr. John P. Nelson
Attorney
701 Gravier Building
535 Gravier Street
New Orleans, Louisiana (70130)

Dr. Lucius H. Pitts
President
Miles College
Birmingham, Alabama (35208)

Dr. Hollis F. Price
President
LeMoyne College
Memphis, Tennessee (38126)

Mrs. Tom Ragland
3821 Abbott Martin Road
Nashville, Tennessee (37215)

Mr. Claude Ramsay
President
Mississippi AFL-CIO
133 South Lamar Street
Jackson, Mississippi (39201)

Mr. David H. Scull
President
Turnpike Press
P. O. Box 170
Annandale, Virginia (22003)

The Rev. Kelly M. Smith
First Baptist Church
319 Eighth Avenue, North
Nashville, Tennessee (37203)

Mr. McNeill Smith
Attorney
700 Jefferson Standard Building
Greensboro, North Carolina
(27402)

CLASS OF 1970

Mr. Bradford D. Ansley, Jr.
Businessman
7501 Midnight Pass Road
Sarasota, Florida (33581)

Mr. Julius L. Chambers
Attorney
405½East Trade Street
Charlotte, North Carolina
(28202)

Mr. Edward E. Elson
President
Atlanta News Agency
3875 Green Industrial Way
Chamblee, Georgia (30005)

Dr. Edward E. Haddock
Physician
1133 West Franklin Street
Richmond, Virginia (23220)

Dr. Robert J. Harris
Dean
Division of Arts and Sciences
University of Virginia
Charlottesville, Virginia
(22903)

Mrs. Martin L. Harvey
415 N. Farish Street
Jackson, Mississippi (39202)

Dr. Vivian W. Henderson
President
Clark College
Atlanta, Georgia (30314)

Dr. Jerome H. Holland
President
Hampton Institute
Hampton, Virginia (23368)

Mrs. Glen E. Laskey
President
Woman's Division
Board of Missions
The Methodist Church
710 North Vienna
Ruston, Louisiana (71270)

Dr. Benjamin E. Mays
President Emeritus
Morehouse College
3316 Pamlico Drive, S. W.
Atlanta, Georgia (30311)

Mr. L. D. Milton
President
Citizens Trust Company
212 Auburn Avenue, N. E.
Atlanta, Georgia (30303)

Dr. Samuel Nabrit
Executive Director
The Southern Fellowships Fund
795 Peachtree Street, N. E.
Atlanta, Georgia (30308)

Mr. J. Allen Parker
President
Alabama Exchange Bank
Tuskegee, Alabama (36083)

Mr. J. Rupert Picott
Executive Secretary
Virginia Teachers Association
316 Clay Street
Richmond, Virginia (23219)

Mrs. J. N. Rayzor
3207 Groveland Lane
Houston, Texas (77019)

Class of 1970 (continued)

Dr. Harry V. Richardson
President
Interdenominational Theological Seminary
671 Beckwith Street, S. W.
Atlanta, Georgia (30314)

Rabbi Jacob Rothschild
The Temple
1589 Peachtree Street, N. E.
Atlanta, Georgia (30309)

Miss Dorcas Ruthenburg
1202 Kentucky Home Life Building
Louisville, Kentucky (40202)

The Rt. Rev. Msgr. Alexander O. Sigur
P. O. Box 2250
Lafayette, Louisiana (70501)

Dr. Vascoe A. Smith, Jr.
Dentist
505 Vance Avenue
Memphis, Tennessee (38126)

Mr. Walter Sharp
Route 2, Beech Creek Road
Brentwood, Tennessee (37027)

Mr. William H. Townsend
Optometrist
1304 Wright Avenue
Professional Services Building
Little Rock, Arkansas (72206)

Mr. Nat Welch
Federal Representative
Southern Interstate Nuclear Board
2112 Castleway Drive, N. E.
Atlanta, Georgia (30329)

Dr. T. Franklin Williams
Physician
405 Whitehead Circle
Chapel Hill, North Carolina (27514)

CLASS OF 1971

Mrs. Lawrence Coe
Member, School Board
262 Stonewall Street
Memphis, Tennessee (38111)

Dr. Samuel DuBois Cook
Professor of Political Science
Duke University
Durham, North Carolina (27706)

Dr. Ralph Mason Dreger
Professor of Psychology
Louisiana State University
Baton Rouge, Louisiana (70906)

Mr. Martin L. Harvey
Dean of Student Affairs
Southern University
Southern Branch Post Office
Baton Rouge, Louisiana (70813)

Mrs. Julien J. Hohenberg
91 Morningside Park
Memphis, Tennessee (38104)

Mr. Paul Johnston
Attorney
1142 Brown-Marx Building
Birmingham, Alabama (35203)

Mr. Sylvan Meyer
Editor
The Daily Times
Gainesville, Georgia (30501)

Mr. George Owens
President
Tougaloo College
Tougaloo, Mississippi (39174)

Mr. Robert J. Palmer
Businessman
304 South Main Street
Sumter, South Carolina (29150)

Dr. C. H. Parrish
Department of Sociology
University of Louisville
Louisville, Kentucky (40208)

Mrs. Mary Sand
1447 Granada Street
New Orleans, Louisiana (70122)

Mrs. Jane Schutt
955 Pecan Boulevard
Jackson, Mississippi (39209)

Mr. John Siegenthaler
Editor
The Nashville Tennessean
1100 Broadway
Nashville, Tennessee (37203)

Mrs. Alice N. Spearman
3401 Brookwood Court
Columbia, South Carolina (29204)

Mr. Lee B. Thomas, Jr.
President
Vermont American Corporation
500 E. Main Street
Louisville, Kentucky (40202)

Mrs. J. F. Tillman
Palmetto Farm, RFD 1
Lewisburg, Tennessee (37091)

Mr. John W. Walker
Attorney
1304-B Wright Avenue
Little Rock, Arkansas (72206)

Mr. John H. Wheeler
President
Mechanics and Farmers Bank
Box 1932
Durham, North Carolina (27702)

Dr. Raymond M. Wheeler
Physician
3724 Warrington Drive
Charlotte, North Carolina (28211)

Dr. Bell I. Wiley
Professor of History
Emory University
Atlanta, Georgia (30322)

Miss Josephine Wilkins
Sheraton-Biltmore Hotel
817 W. Peachtree Street, N. E.
Atlanta, Georgia (30383)

Dr. H. Franklin Williams
Dean of the University College
University of Miami
Coral Gables, Florida (33146)

Mr. Paul D. Williams
Publisher
3320 Gloucester Road
Richmond, Virginia (23227)

Mr. Marion A. Wright
Attorney
Top Knot
Linville Falls, North Carolina (28647)

Class of 1971 (continued)

Mr. Jack Young
Attorney
213 Redmond Building
Suite 207
115½ N. Farish Street
Jackson, Mississippi (39201)

Mr. James E. Youngdahl
Attorney
711 West Third Street
Little Rock, Arkansas (72201)

LIFE FELLOWS

Mrs. Jessie Daniel Ames, '62
The Wren's Nest
P. O. Box 626
Tryon, North Carolina (28782)

Mr. Hodding Carter, '64
Publisher
Delta-Democrat Times
Greenville, Mississippi (38701)

The Rev. Theodore R. Gibson, '66
Christ Episcopal Church
P. O. Box 6
Cocoanut Grove Station
Miami, Florida (33130)

Dr. Frank P. Graham, '67
Chapel Hill, North Carolina
(Room 951, United Nations
New York, New York - 10017)

Mr. Paul E. Green, '65
Author, Playwright
University of North Carolina
Chapel Hill, North Carolina
(27514)

Mr. Leonard Haas, '62
Attorney
601 Haas-Howell Building
Atlanta, Georgia (30303)

Dr. Gordon B. Hancock, '62
Educator & Newspaper Columnist
P. O. Box 6056
Richmond, Virginia (23222)

The Rev. Edward A. McDowell, '62
First Baptist Church
754 Peachtree Street, N. E.
Atlanta, Georgia (30308)

Mr. Ralph McGill, '64
Publisher
The Atlanta Constitution
Atlanta, Georgia (30302)

Colonel Francis Pickens
Miller, '66
Charlottesville, Virginia
(2810 "P" Street, N. W.
Washington, D. C. - 20007)

Dr. Riley B. Montgomery, '66
President Emeritus
Lexington Theological Seminary
Lexington, Kentucky (40508)

Mrs. David Terry, '64
411 East Seventh Street
Little Rock, Arkansas (72202)

Mrs. M. E. Tilly, '64
Director of Women's Work
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia (30303)

Life Fellows (continued)

Dr. W. D. Weatherford, '64
Black Mountain
North Carolina (28711)

Mr. Carter G. Wesley, '64
Publisher
Houston Informer
Box 3086
Houston, Texas (77001)

SOUTHERN REGIONAL COUNCIL, INC.

5 Forsyth Street, N. W.
Atlanta, Georgia 30303

February, 1968

Paul Anthony, Executive Director

John H. Wheeler, President

ALA. COUNCIL ON HUMAN RELATIONS
303-A Foster Street
Auburn, Alabama 36830
A. C. 205 887-3438
Exec. Dir.: ~~Robert Valder~~ BRICE JOYCE
Assoc. Dir.: Wm. H. Harrison
RAP Dir.: Lewis Black
Chmn. Joseph A. Gannon

ARK. COUNCIL ON HUMAN RELATIONS
1310 Wright Avenue
Little Rock, Arkansas 72206
A. C. 501 FRanklin 6-3541
Exec. Dir.: Elijah Coleman
Adm. Asst.: Mrs. Carole Taylor
Chmn.: Rabbi Elijah Palnick

FLA. COUNCIL ON HUMAN RELATIONS
5225 Ponce de Leon Boulevard
Coral Gables, Florida 33124
A. C. 305 661-5598
Exec. Dir.: August VandenBosche
Assoc. Dir.: William H. Miles
RAP. Dir.: Gye Long
Chmn.: Mrs. Henrine W. Banks

GA. COUNCIL ON HUMAN RELATIONS
52 Fairlie Street, N. W.
Atlanta, Georgia 30303
A. C. 404 525-6468
Exec. Dir.: John McCown
RAP. Dir.: Hubert Thomas
Chmn.: The Rev. C. S. Hamilton

LA. COUNCIL ON HUMAN RELATIONS
1st Federal Savings & Loan Bldg.
7986 Scenic Highway
Baton Rouge, Louisiana 70807
A. C. 504 775-4048
Exec. Dir.: Mrs. Patricia Miller
Chmn.: Dr. James R. Oliver

MISS. COUNCIL ON HUMAN RELATIONS
3062 First Federal Building
Jackson, Mississippi 39201
A. C. 601 948-0878, 948-0879
Exec. Dir.: Kenneth Dean
Assoc. Dir.: Glennis Barnes
Chmn.: The Rev. Powell Hall, Jr.

N. C. COUNCIL ON HUMAN RELATIONS
233½ North Greene Street
Greensboro, North Carolina 27401
A. C. 919 275-6589
Exec. Dir.: Will C. Allred
Chmn.: Moses Burt

S. C. COUNCIL ON HUMAN RELATIONS
1420 Lady Street
Columbia, S. C. 29201
A. C. 803 252-3651
Exec. Dir.: The Rev. Paul Matthias
Ext. Dir.: Mrs. Elizabeth Ledeen
RAP. Dir.: L. S. James
Chmn.: The Rev. M. D. McCollom

TENN. COUNCIL ON HUMAN RELATIONS
818-B 17th Avenue, South
Nashville, Tennessee 37203
A. C. 615 256-5691
Exec. Dir.: Baxton Bryant
Chmn.: Lewis Sinclair

VA. COUNCIL ON HUMAN RELATIONS
~~17 East Cary Street~~ 214 E. Clay St. Rm 310
Richmond, Virginia 23219
A. C. 703 648-4444
Exec. Dir.: Frank Adams
Asst. Dir.: Miss Mary D. Finch
Chmn.: Carl E. Auvil

HOUSTON COUNCIL ON HUMAN RELATIONS
3505 South Main Street
Houston, Texas 77004
A. C. 713 JA. 6-1829
Exec. Dir.: John P. Murray
Chmn.: Stewart A. Wilber, M. D.

REPORT OF THE EXECUTIVE DIRECTOR
TO THE ANNUAL MEETING OF THE SOUTHERN REGIONAL COUNCIL
NOVEMBER 13, 1968
ATLANTA, GEORGIA

This is the fourth opportunity in which I have been privileged to report to you on the activities of the staff of the Council. Each of these reports has been somewhat difficult to prepare, but this one has been especially difficult. You have had reported to you the format and rationale for this meeting. Potentially, this could be one of the most important meetings ever held by the Council. Certainly it should be, for our need for evaluation and assessment is great.

You have been provided, in advance, very brief comments by the staff and I hope you will find those comments helpful. Certainly, to me, they indicate the quality of your staff and its concern. They reflect, too, the wide range of our program interests and the importance of them all. You have been provided, too, with reports from three of the former directors of the Council. I am especially grateful to them for taking the time to provide this extremely valuable help. The continuity of SRC administrations (if this week one is permitted to use such a word) and the continued support and interest of the former directors, have been not only valuable to me but extremely important because of the spirit and loyalty such continuing interest represents.

In addition later this afternoon you will have the benefit of the thoughts of the Chairman of the Executive

Committee and this evening the address of the Council's President. Again, I should like to acknowledge the support, advice and, occasionally, the outright orders of the President, the Chairman, the full Executive Committee, and many of the Members. To the extent that we have operated effectively this year, we could not have done so without the support of these people, many of whom have participated in Council affairs at substantial sacrifice.

My remarks in the traditional reporting format will be very brief because I, too, would like to raise several thoughts with you prior to the beginning of your deliberations. And, shortly after the beginning of the year you will have a detailed accounting of Council affairs. However, several essential things should be reported to you. The most important for this session relates to finances. We are currently expending at the rate of one million dollars for the year. This is the greatest amount expended in any given year in the Council's history. And, needless to say, we have raised these funds before spending them. You, today, have placed before you our proposed budget for 1969. Again, this is the largest budget ever suggested for the Council. We believe it is a realistic budget in terms of need and while it will be no easy task we feel there is the potential for raising these funds.

Happily, we have just been informed that The Ford Foundation has approved our proposal for three years of support in the amount of $600,000 per year - or a total commitment to our work of $1,800,000. I am sure that I speak for you as

well as for the staff in expressing our most sincere appreciation for this support and the confidence it represents.

This, then, ends our "affairs" reporting and brings us to the point where I should like to share with you several thoughts.

It would be presumptuous and misleading to say to you that the last several years, and the present time, are those of the greatest difficulty for SRC. I have been around too long, and am sufficiently familiar with the earlier periods, not to understand this. But, these last several years have been very hard for significantly different reasons than our earlier ones. Then, periodically and frequently, we certainly had our money problems. (Last year Dr. Hancock wrote me a touching letter on how good it was to listen to deliberations of spending over a million dollars rather than whether or not we should declare the Corporation bankrupt. And, may we never forget Dr. Mitchell's magnificent gestures.) We certainly had our enemies; powerful ones, from the street to the statehouse and we still have them. But, there was a purity to our troubles. We knew we were right, we knew we were doing what we could. We easily identified the good and the bad. And, the beleaguered little bands of people like those of the Council were bound together tightly in common cause and in common defense.

In the past several years this has changed considerably. It has become extremely difficult to define as easily as we used to, the good and the bad. As an interracial organization

devoted to integration we have been thrust into the midst of a most significant separatist movement coming, incidentally, as strongly from the white right as the black left. This agency, devoted to the unified whole society, still clinging to the dream of the possibility of the good life in the good society, has been between the rock and the hard place.

During the past several years we saw first the culmination of so many years of battle by forces of good to achieve much of the right legislation, many of the right objectives of the federal government, most of the right decision and protections of the court. But having seen this we have had to witness the deterioration of much of it. A painful and costly war divided us, thrust us into the fight over the draft, has cost the lives of thousands and perhaps hundreds of thousands, and drained away incredible sums of money which earlier many had denied having available for any purpose. Laws were rejected or appealed, or laughed at as in the disgusting reaction of some elected officials to the issue of rats versus children. Administrative programs have been sometimes ill conceived, frequently ill managed, and consistently thwarted, subverted and under-financed. And, in the dreary repetitions of history, the decisions of the courts have been repeatedly flouted and ignored.

(This is the year of "law and order." These recent years, as we attempted to say in our fall school desegregation report, have been one of the periods of the most obvious lawlessness and disorder of the history of this nation. And,

this lawlessness and disorder has been created and perpetuated by many of the so-called "best people" of this country and by many people who have sought and accepted some of the most important positions in local, state and federal government. Never have so many served so inadequately and dishonorably the causes of a democratic society and a democratic government. In fact, there have been frequent acts of treason.)

So, it has been discouraging and disillusioning. For many blacks and whites it has been hard to keep the faith and for some it has been impossible. Our staff in these recent times has been a microcosm of these feelings and reactions, and it would be misleading not to report to you that we have had our times of difficulty.

You, however, are well aware of these times and these problems. Further, you have before you and will hear later further comments that will be more beneficial than any elaboration on my part. I should like, therefore, to use the remainder of this report to indicate what I think this means for the Southern Regional Council.

There are, in my opinion, two general areas of programming for the Council in the next several years and one important point of policy for us. Our two areas of programming are, to me, equally important and necessary if we are to further contribute to the region and the nation. Neither of the program areas represents a radical departure from that which we have attempted to do in the past. Quite the contrary, I hope these priorities represent a reaffirmation of our past thinking and programs, with the recognition

that those efforts must be even more effective in the future. The policy position which shall be recommended may or may not be important for the country, but it may well determine whether or not this agency can or should continue.

The two program areas of highest priority to me are these:

One: A substantially increased effort to do what we can to see that black Southerners achieve power -- a bargaining position and the ability to bargain -- equal to their numbers and presence.

There are currently many efforts on the part of black Southerners to achieve power. Those of these efforts which are really important have to do with gaining a sounder economic position and stronger political muscle. Further, basic reform in this region will not be possible until these programs are successful.

We have talked for years about the "power structure." There is one, and it is significant, though I doubt that the classic power structure is as all important as is generally thought. But, there are power structures, and there are power structures which can be created.

As an oversimplified example, at the time of the sit-ins there was the downtown power structure and it certainly was generally disapproving of the sit-ins. Yet, handfuls of young people marched downtown, generally innocent and unknowing of the way things are done. But in their marching and sitting they became a power structure and in more than one community in the South a young black student became a co-equal

negotiator with the richest white men in town. The new power structure, once created, was able to bargain with the old and results were forthcoming.

At this point, as we all know, black Southerners have a pathetically disproportionate lack of access to economic opportunity and the accumulation of capital. This, probably more than any of the other tragic situations, is why we have our present deadlock and why we have the tragic chain of despair that locks each new generation into a society of hopelessness.

There are innumerable and commendable programs to correct this situation, but most of them are small, with inadequate resources, financial and technical. SRC can contribute to this need, and on more than a patchwork basis, and I believe we must.

In doing so we must be realistic. Some of the best financed and most needed economic self-help programs are not doing well. They are long - and honorably - in idealism and determination but woefully and understandably short on skill. In a substantial way SRC must be concerned about this and we must seek resources far in excess of our present staff capability or budgeted finances. Our whole economic system ignores this problem and tragically to its peril and SRC ignores it or deals with this need to its peril, to say nothing of our honor and judgment.

The same need applies to the area of political power. Our two Voter Education Projects are, in my opinion, two of

the most important and successful projects ever conducted by any agency, public or private. (And I make that statement after a great deal of thought and with careful respect to our tradition of not boasting.) But, as successful as these programs have been, they have barely begun to bring into adjustment the number of black Southerners relative to their potential or fair political importance and we are wrong if we exaggerate the degree of success of these projects.

We know now, as we have long known, that registering people -- as important as that is -- is not sufficient. We know that to have black candidates run, and be elected, is not sufficient. After generations of denial of the ballot, of poor education and an all-too-long a period of choices between the lesser of two evils, we delude ourselves if we think black Southerners have yet begun to enter the mainstream of Southern political life and decision-making. To be sure, in the past decade precedent has been shattered and history has been made over and over again. ("Mr. Speaker, remove those niggers from the gallery." -- 1962; "Mr. Chairman, I nominate Julian Bond as Vice-President of the United States of America." -- 1968). But, for all of this -- the progress and the drama -- we have only begun.

The black Southerner will not be a man until he can earn a decent wage. He will not be a citizen until he votes and his vote is counted.

The second priority of program for the future, in greatly oversimplified statement, should be to speak truth

to power. We have long attempted to do this and we have sometimes done this well. But, we must do more of it better. In this recommendation I mean, of course, to speak to the financial and business leadership of this region -- that "power structure" again, if you must. But, more is meant by this recommendation. There are leaders in this region, important leaders who are in fields other than business and finance -- and not all of them are white.

We need a sound reassessment of what this leadership is and where it is. We need to determine what interests them and what appeals to them. And, we should not attempt to reach this leadership with preachments. More clearly than ever before, we need to inform the leadership of this region of what are their true self-interests.

We need to tell bank presidents and young JC's the truth of our region's economic growth -- or lack of growth. We need to spell out why this region cannot grow if we use only part of our manpower or educate only some of our children. To the professions and the universities we need to explain why a token black student in the law school, or the school of architecture or medicine, is not enough; not enough for the sake of their profession or their school or for the society in which they will attempt to operate. We need to explain to the law enforcement profession that the empty slogan, "support your local police" is a fraud compared to the needs for adequate pay, adequate standards, adequate training, and adequate protection and assistance

for all the people. We need to explain to the black businessman why he, like the white businessman, must invest in the eradication of poverty. We need to explain to the black politician why unity -- not a petty scramble for individual power -- is essential if black candidates are ever to go into the arena with the power of the vote.

We need to reach youth, to explain to them how important they have been and are. We need to reassure them that they are being heard and that reform is possible. One of the great potential tragedies of this nation is that the most decent and most intelligent of our young population will "cop out" in discouragement rather than continue with faith in their abilities or the possibility of working with some of us old fogies.

I had intended also to include a commentary on why poor whites figured in this category. But, having seen Dr. Wheeler's comments on this subject I would prefer to second his observations rather than repeat them.

We need to explain!

To digress a moment, this second program priority is based on an assumption, perhaps a naive one, that the greatest danger in our society is not deliberate evil but ignorance. I say this recognizing that last week a candidate representing the personification of bigotry won an appalling _____% of the vote of the people of this nation and another major candidate seemed to have no hesitation to having his representatives, in this region at least, compete -- on an

equally low plane -- for those same votes of fear and prejudice.

I honestly believe most people simply don't know, don't understand. The middle-class suburbanite, whose father may well have worked on WPA and whose mother may well have gone for the weekly free government food, honestly is so caught up in his own rat race that he has forgotten. The typical successful man, overemphasizing the extent to which he is self-made, has no concept of how the kid in the ghetto can't make it no matter what his qualities and his determination. "Law and order" is frequently a statement of the bigot, but for millions it is a sincere yearning for those who cannot understand the riot or the students on TV, incomprehensible to them, attempt to close a university.

Perhaps I am wrong if ignorance of the good people is a more serious problem for us than the existence of evil in the bad people. But, if I am I see no hope and have no heart to fight what must then be an already lost battle.

Here another aside but, to me, a crucial one. The upper and middle class white people of this country run this country. They control our media, they elect most of our officials and they pay-or refuse to pay-most of our taxes. If we are to be significant in the process of social reform we must not only recognize this reality we must respond to it. As said earlier there are many "leaders" in the country and we must identify and attempt to reach them all. While we build strength for the bargaining minorities I feel strongly we must, too, build understanding among those to be

bargained with, no matter how formidable that may be and no matter how discouraged we may have become at the success of such efforts.

This in turn, leads me to my final point for your consideration. More than anything else at this Annual Meeting, I hope you are here to make policy and that means first, and most importantly, to reaffirm or establish the philosophy under which we shall operate in the future.

I submit to you that it is more important than ever that the Southern Regional Council reaffirm its belief in the democratic society and its faith that that society can be achieved. I submit, further, that we must, while dedicating ourselves to building power in the black community, recognize that we are doing so in order that equals may bargain and learn to live together. I submit that we not only must denounce separatism, but we must reaffirm our belief in a totally integrated society in which every man is regarded and evaluated by his individuality rather than any other characteristic.

There was a time many years ago when the Council painfully, but decently, tore itself and denounced segregation publicly. We may tear ourselves again this week in reassessing ourselves. But, if tear we must, let's be about it.

Recently, on a plane trip from Tulsa to Dallas we flew into a very heavy storm. I was frightened. In fact, it may tell you something about me that I am highly skeptical of

the Wright Brothers invention and generally disapprove of most of the efforts that have been made to improve on their invention.

Nevertheless, as we bounced and shuttered over Oklahoma I thought frantically of something to keep my mind off the fact that someone would soon collect my insurance. Suddenly, I thought of Lillian Smith.

In an earlier report I recalled an incident at the Memorial Services for Miss Smith. Suddenly, over Oklahoma, having left a meeting of shouting and dissent and misunderstanding, I remembered this magnificent spirit.

Miss Smith believed in honesty. She spoke honestly whatever the cost, and it cost her dearly. For her honesty she was insulted, maligned, and burned out. To add to that, fate dealt her a terrible, and terribly unfair, blow in demanding that she be wracked with the pain of cancer for more than a decade. Yet, this woman died as she lived. She died loving her fellowman, loving her region, having faith in people and her country.

"Miss Lil" has helped me a great deal these past months. Any problem and any anguish I have felt is picayune when one recalls her ordeal. And any act of faith, of continuing to believe, is microscopic, when one remembers her great faith.

As you meet to deliberate, of all the great and good people who have been with us and of all who are with us now, I commend to you Lillian Smith. I only wish she could know now how important she has been to me, and I can only hope that she will be very important to the members of the Southern Regional Council in the next two days.

AGENDA

Annual Meeting of the Southern Regional Council
November 13-15, 1968
Atlanta, Georgia

NOVEMBER 13

10:00 AM Meeting of the Executive Committee Room 1007

10:00 AM Meeting of the Program Committee Room 1009

12:30 PM LUNCH - Georgian Ball Room
(Introduction of New Members - no formal program)

1:45 PM OPENING SESSION - Texas Room, 10th Floor

(Dr. Samuel DuBois Cook, Presiding)

Comments on Corporate business to be acted on

Report of the Executive Committee
Dr. Raymond M. Wheeler, Chairman

Report of the Executive Director

3:30 PM EXECUTIVE SESSION - (Staff on Call)

Confirmation of the Legal Counsel,
Secretary-Treasurer, and Executive Director

Report of the Nominating Committee
Dr. John A. Griffin, Chairman

Report of the Executive Committee's Recommendations
on Life Fellows and Action by Full Council

4:15 PM FIRST MEETING OF SMALL GROUP SESSIONS

Group 1, Room 1007
Chairman: Dr. John A. Griffin
Recorder: Dr. H. Franklin Williams
Staff Resource: John O. Boone

Group 2, Room 1008
Chairman: Dr. Herman Long
Recorder: Mr. Benjamin Muse
Staff Resource: Emory F. Via

Group 3, Room 1009
Chairman: Mr. C. H. Thomas, Jr.
Recorder: Dr. Samuel Cook
Staff Resource: Robert E. Anderson

7:00 PM RECEPTION

7:30 PM ANNUAL DINNER - Georgian Ball Room

At the Annual Dinner there will be the presentations of the George S. Mitchell and Lillian Smith Awards.

KEYNOTE ADDRESS - Mr. John H. Wheeler, President, Southern Regional Council; President, Mechanics and Farmers Bank, Durham, North Carolina

NOVEMBER 14

9:00 AM SECOND MEETING OF SMALL GROUPS

Group 1, Room 1007
Group 2, Room 1008
Group 3, Room 1009

12:30 PM LUNCH - Georgian Ball Room

2:00 PM THIRD MEETING OF SMALL GROUPS

5:00 PM EXECUTIVE SESSION - Staff on Call Texas Room

Action on Report of Nominating Committee

Other Business

7:00 PM DINNER - Georgian Ball Room

(No program)

NOVEMBER 15

9:00 AM PLENARY SESSION
(Dr. Lucius Pitts, Presiding)

12:30 PM ADJOURNMENT

1:00 PM LUNCH - Georgian Ball Room
(No program)

File Annual Mtg 1968

A Paper by Leslie W. Dunbar, The Field Foundation, to the Annual Meeting of the Southern Regional Council, November, 1968.

The Council is too much a part of me for an appraisal of its relevance to be an easy or a comfortable task. What I write, let it be read knowing of my trust that members of the Council still look upon me as one of their own.*

I remember saying, in my report to the 1961 meeting -- seven enormous years ago -- that my prime responsibility for the next couple of years was a two-fold one. The first part of it would be to see that the infant Voter Education Project succeeded; the second part of it would be to keep the tail from wagging the dog, to keep the Voter Education Project from dominating the life and program of the Council.

This would not be the course I would recommend today, sound though one believes it may have been in that earlier period. I would now say that VEP is exactly the kind of program which ought to be at the center of the Council's work, that it is of the heart and brains and lungs of the dog and no longer its tail. It is a program that thrusts the Council into the center of regional and national change, and that is where the Council should be.

I believe the Council should continue strongly to develop VEP. I think it should look carefully at the issues of regional and national public policy, and decide what other similarly

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*Although what follows will refer explicitly only to the Southern Regional Council, I have had in mind also the state Councils on Human Relations. I sincerely believe that most, if not all, of what I say in this paper applies to them as well as to SRC.

creative programs are needed. VEP is helping create a new order. There are other possible programs that could be equally creative; for example, one class of them would be various forms of advocacy in behalf of the poor, forms that include planning advocacy, welfare rights advocacy, health care advocacy, and -- perhaps most urgent of all -- the aggressive, uncompromising, impatient advocacy of the rights of all children to an excellent education.

Is the Council relevant to the changing times? I have tried above to suggest how, in my opinion, it will most assuredly be.

Traditionally, the Council has been several things. It has been an in-gathering of liberal Southerners. This has meant something different, I fear, to the Negro and to the white members, but one believes and hopes it has meant something good for each group.

Secondly, the Council has been a valued information and research center.

Thirdly, by many programs over the years, it has sought to persuade, educate, and influence white Southerners.

Fourthly, although it has had many programs it has never had a dominant, a doctrinaire, an ideological program. Consequently, the Council has been characteristically a flexible,

a pragmatic organization, capable of working easily with other groups and directed toward concrete purposes.

If these have been the Council's hallmarks, my chief reservations now are with the third and fourth among them.

As to the fourth, I fervently hope the Southern Regional Council will remain non-ideological and pragmatic. But those are, after all, negative values. The Council was first implicitly, and then later in its history, explicitly committed to an end to segregation. The Council is now implicitly committed to the cause of the poor. I believe it should become explicitly and fully committed.

As to the third characteristic, I suggest a change of emphasis, but an all-important one. To persuade, educate, and influence the white South should become very definitely an incidental, a subordinate, purpose of SRC. Here is a case where being should supplant doing: SRC should be a bi-racial body, by its being an example, bringing education to the white South. In the total economy of our times, I do not believe the deliberate education of the white South ranks very high any longer.

As to the research and information functions of the Council, you do the region, the nation, and the world a tremendous service by maintaining it: make it even better, if you can. Rest

not content when you report the facts, though Lord knows the media and the scholars report them badly, and you must always fill the interstices. It falls to you, because you have been involved all your lives, and because being southern you have been involved intimately and personally in life times before your own, to interpret the facts, to poeticize and philosophize and, in the end, to make of them an accounting from men to the God of all men's universe.

As to the first function, it does not have to be planned for. It will happen. In its happening, in programs of change, in tight and illuminated research, there is the best assurance mortal men can perhaps devise that the second Reconstruction of the South will not pass into the hands of a new band of Redeemers: that this time the Reconstruction of the South will be for the lasting benefit of the South's Black and its poor.

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POETRY AND REVOLUTION

ANNUAL REPORT, QUAKER HOUSE, ATLANTA, 1967-68

You will recollect that in our last annual report, we suggested that the program of Quaker House could be thought of as an attempt to hold in creative tension two emphases: the cultivation of inwardness and the quickening of concern for social reform. We wanted at the same time to afford the community a school for contemplation and a training ground for non-violent revolutionaries. We might have chosen for our motto Albert Schweitzer's summons: "We would be inward men with an outward ethic."

MESSAGE OF BUDDHIST POET

Reflecting on the past year's aspirations, achievements, and failures, we can at least trace a genuine effort to be faithful to those balancing objectives. They received unexpected confirmation at one of our colloquia from a Zen Buddhist monk-revolutionary in exile from Vietnam, Thich Nhat Hanh. When asked by a young person what advice he would offer for more effective participation in the revolution, he replied very quietly, after a moment's reflection: "Read poetry." This probably was intended to be understood metaphorically as well as literally.

Some of us were deeply moved when Thich Nhat Hanh read to us some of his own exquisite poetry, as strong in its message as it was fragile in expression. When he read the same poems in Vietnamese to us the sounds suggested pebbles dropping into a limpid pool. He told us he had established two Zen monasteries in Vietnam and that he belonged to what he called the "no front" party, which neither condemned the Vietcong nor supported Saigon. One of his group was the Buddhist peace candidate whose name was not allowed to appear on the ballot in the supposedly fair elections. Hanh himself is in exile. Yet the non-violent revolution he serves, we doubt not, will ultimately prevail in Vietnam, as elsewhere. The prophecy of Jesus was not so much a fond hope as a considered statement of fact: "The meek shall inherit the earth."

SEEKERS OF THE INNER LIGHT

One of the opportunities we offered our friends for pursuing this course was participation in one of two seekers' groups. Both made some use of a very helpful little volume written by a British secondary school master, F. C. Happold, bearing the title Mysticism. It contains an extraordinarily lucid statement concerning the cultivation of inward religious experience and an anthology of passages from the best known mystics of all the living religions. We heartily commend its use to others in solitude and in groups. Meantime, we ought perhaps to add that these small seekers' groups at Quaker House were thoroughly ecumenical in membership.

Perhaps the colloquia on the theme "The Essence of Manhood and Womanhood" led by John Yungblut and the seminar, "Images of Man in Contemporary Literature," conducted by June Yungblut, also belong in this general category of encouraging growth in the dimension of inwardness for seekers in the life of the spirit. Part of this quest involves a search for one's own true identity in terms of particular images of manhood and womanhood. A strong sense of identity is necessary to the development of integrity, and upon this characteristic depends the stability both of personhood and of society.

INVOLVEMENT IN VINE CITY

Our concern to make some contribution toward healing in the syndrome of racism-poverty took the shape of continuing labor in Vine City. The little neighborhood nursery at Eagan Homes under the direction of Mary Strong, with the constant aid and counsel of Irene Ferguson and other volunteers, continued to serve a number of children and their mothers. Meantime, Jolita McRae set up a library for the use of older children after school in the same room. Emily Wilson spent many hours helping to bring order out of chaos in the collection of books which had been accumulating over the last few years.

This past year was a noteworthy expansion in the work of the Vine City Foundation. Bob Waymer, a student at the Atlanta University School of Social Work, is doing his field work assignment with the Foundation. Helen Howard continues to administer this wide-ranging program. Wayne Johnson has moved the morning nursery to a neighboring church structure where more children can be served. The medical clinic has more than nine doctors who volunteer their services, and a dentist has recently been added to the staff. Meantime, the thrift shop, the library and tutorial service, the consumers' cooperative, the craft classes, and the legal aid services have continued. A handsome grant from an Episcopal church foundation has made possible this extension of the work. Our only role during this past year, save for such financial assistance as we could supply until the foundation grant was received, was to continue to provide volunteers to work under the splendid neighborhood leadership. Having been responsible through Hector Black for the initial neighborhood organization effort, we take great pleasure in watching the blossoming of some of the seed he carefully sowed.

The largest investment of our time and energies in this area over the past year went into the establishment of the Vine City Child Development Center. Friends of Quaker House will recollect that we had taken the initiative in setting up the Board of Trustees for Neighborhood Services, Inc., composed at first of six Quakers of the Atlanta Monthly Meeting and six residents of Vine City. Later, when the Beulah Baptist Church offered the use of its educational building and expressed its desire to cooperate in sponsoring the Day Care-Headstart program, it was invited to appoint an additional six board members. We felt more than amply rewarded when, after more than two

years of persistent efforts, an enabling grant was made by Economic Opportunity Atlanta just after the first of the year. By mid-March some fifteen children were being cared for. Under the direction of Joe Gross this Child Development Center, we believe, is perhaps the most progressive, wisely experimental , and concerned institution of its kind in the city.

We can claim here only the organizing initiative, cooperation in recruitment and training of volunteers, and the faithful service on the Board of members of the Meeting. But nonetheless we are very proud of what has been achieved. There is a continuing need for volunteer service inasmuch as some twenty percent of the budget must be met by the estimated economic value of such services. Meantime, we continue to explore the potential for federal aid in constructing a new building for the Child Development Center on the corner of Rhodes and Postell Streets in Vine City, where we have a good piece of property for the purpose. Such a building would also have space in it for other types of programs to serve other needs of the neighborhood.

PILGRIMAGE IN SUPPORT OF POOR PEOPLE

Our concern in the good fight against racism and poverty was not confined to these labors in Vine City. We gave our full support to the Poor Peoples' Campaign. Two of our Sunday evening colloquia were an interpretation of the objectives of this campaign. We drew together leaders in some of the communities of the poor in Atlanta, including Summerhill, Mechanicsville, Cabbage Town, and Inman Park, as well as Vine City, to plan a fully integrated pilgrimage to Washington of a week's duration. In the end a full busload, two-thirds black, one-third white, made the journey. Hector Black returned to Atlanta to assist June Yungblut in coordinating the effort. B. J. Phillips of the Atlanta Constitution went along as writer in residence and produced a daily article on the editorial page which drew this venture to the attention of many thousands of citizens. It was the first time that a common cause had drawn together the poor, black and white, in Atlanta. Happily, the group stayed together, after the eventful week in Washington, to form a new organization, Atlantans Against Poverty, which intends to continue to engage in direct action on behalf of the poor in our own community as opportunity arises.

After the Poor Peoples' Campaign, we encouraged study of the findings of the President's Commission on Civil Disorders. Following an evening's dialogue by Harry Boyte and Randolph Blackwell, former executives of the Southern Christian Leadership Conference, John Yungblut led a seminar for those who wished to study the findings in detail.

SEARCH FOR PEACE IN VIETNAM

The other major concern throughout the year, of course, was our country's involvement in the war in Vietnam. Joe Gross offered a six weeks' seminar in the fall, focusing on the study of the book by Seymour Melman, entitled Our Depleted Society. This is an analysis of

the effect of the larger phenomenon of the Cold War, as well as the engagement in Vietnam, not only upon our material resources, but also upon our human resources, and our moral fibre and character as a people. We gave full support to two institutes, arranged by Joe Gross and sponsored by Atlantans For Peace (which we had initiated two years ago following our Peace Convocation) and the Committee on International Affairs of the Unitarian-Universalist Church. The first bore the theme, "China: Its Place in the World Today," and was led by Eugene Boardman, professor of Oriental studies at the University of Wisconsin. The other, led by Howard Zinn, professor of history of Boston University, had as its subject the title of Dr. Zinn's book, Vietnam: the Logic of Withdrawal. We also supported what was called the Jeannette Rankin Brigade, a demonstration for peace in Washington in January, and a witness under the sponsorship of Clergy and Laymen Concerned About the War in Vietnam in February.

For the past three years we have had a series of breakfast meetings in January and February for the clergy of the city. This year the group turned its attention to some of the major problems confronting our city at this time, including annexation, taxation, housing and public school education, especially as these relate to the problems of racism and poverty.

Our program year 1967-68 was of course profoundly affected by the double tragedy of the death by assassination of Martin Luther King, Jr. and Robert F. Kennedy. Dr. King in the early years of our venture was one of our advisors and in the fall of 1961 had given us a ten-week seminar on "The Philosophy and Practice of Non-Violence." At the time of his death we were involved in negotiations, at the invitation of Thomas Merton, to bring the leaders of S.C.L.C. to the Monastery of Gethsemane at Trappist, Kentucky, for a retreat in preparation for the Poor Peoples' Campaign. It was a privilege to be able to convey messages between these "soul brothers." Two months later, when we had only begun to recover a sense of orientation after the first tragedy, Robert Kennedy was also taken from us. Deprived of these two great dreamers, the nation has moved from an emphasis upon idealism to opportunism. It is almost as if an era had passed and we were waiting for new leadership to emerge. Meantime we are aware that those principles to which we have dedicated ourselves at Quaker House have never been in greater need of interpretation or implementation.

John Yungblut
Director, Quaker House
1960-1968

BIOGRAPHICAL DATA ON NOMINEES
1968

Alabama

Mr. Neil Davis
Auburn

Publisher, the Lee County Bulletin and Tuskegee News.

Mrs. John Cashin
Huntsville

Prominent in civic affairs in the community and the state; wife of Dr. John Cashin who is also very active in community affairs throughout the state.

Arkansas

Father Walter B. Clancy
Little Rock

Immediate Past President, Arkansas Council on Human Relations; long active in civic affairs in the state of Arkansas.

Florida

Dr. Charles Grigg
Tallahassee

Professor of Sociology, Florida State University; has published extensively in the field of education.

Georgia

Mrs. Helen Howard
Atlanta

One of the founders and currently President of the Vine City Foundation, Inc. The

Foundation is one of the most successful inter-city, self-help programs in the region.

Mrs. Martin Luther King, Jr.
Atlanta

Mr. Julian Bond
Atlanta

Mr. Bond is currently a member of the Georgia Legislature.

Louisiana

Mr. Nils Douglas
New Orleans

Attorney-at-Law; chairman of the Louisiana Voter Education Project.

Dr. Jewel Prestage
Baton Rouge

Chairman, Department of Political Science, Southern University; Treasurer, Louisiana Voter Education Project.

Mississippi

Mr. Aaron Henry
Clarksdale

Pharmacist; President of the Mississippi NAACP.

North Carolina

The Reverend Phillip Cousins
Durham

Long active in local and statewide civic affairs, and is likely to be elected the

next President of the North Carolina Voter Education Project.

Tennessee

Mr. James Stokely
Newport

Former member of the Council; a noted poet and author.

Mr. Avon Williams
Nashville

Attorney-at-Law; member of the Tennessee State Senate.

Virginia

Mr. Henry Marsh
Richmond

Attorney-at-Law; member of the Richmond City Council.

Mr. Harry Huge
Alexandria

Attorney-at-Law; formerly a member of the firm of Fortas and Porter; is currently engaged in a legal program with Mrs. Marian Wright Edelman.

Mrs. Ruth Harvey Wood
Danville

Attorney-at-Law; was recently a candidate for Congress of the United States.

has some phone nos.

THE SOUTHERN REGIONAL COUNCIL, INC.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

January 1969

OFFICERS*

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John H. Wheeler

VICE-PRESIDENTS

Paul R. Christopher
Lucius H. Pitts
C. G. Gomillion
Josephine Wilkins

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Raymond M. Wheeler, Chairman
Samuel DuBois Cook
Frank Smith
James McBride Dabbs
McNeill Smith
Julius L. Chambers
H. Franklin Williams
Vivian W. Henderson
Marion A. Wright

15 members

LEGAL COUNSEL

Joseph F. Haas

16

EXECUTIVE DIRECTOR

Paul Anthony

*Addresses of officers are given in the attached list of Members of the Council. All organizations and positions are shown for identification purposes only.

Members of the Council

CLASS of 1969

Mr. J. Bill Becker
President
Arkansas AFL-CIO
1408 Rebsamen Park Road
Little Rock, Arkansas (72202)

Mrs. Joe R. Brewer
Box 314, Route 1
Scott, Arkansas (72142)

The Reverend Caxton Doggett
Hyde Park Methodist Church
Platt at Cedar & Magnolia
Tampa, Florida (33606)

Dr. Luther H. Foster
President
Tuskegee Institute
Tuskegee Institute, Alabama
(36088)

Dr. C. G. Gomillion
308 Bibb Street
Tuskegee Institute, Alabama
(36088)

Dr. John A. Griffin
Executive Director
Southern Education Foundation
811 Cypress Street, N. E.
Atlanta, Georgia (30309)

Mr. Joseph F. Haas
Attorney
2709 First National Bank Building
Atlanta, Georgia (30303)

Mrs. Grace T. Hamilton
582 University Place, N. W.
Atlanta, Georgia (30314)

Miss Ruth L. Harvey
Attorney
453 South Main Street
Danville, Virginia (24541)

Mr. Donald L. Hollowell
Regional Director
Equal Employment Commission
1776 Peachtree Street, N. W.
Atlanta, Georgia (30309)

Dr. Guy B. Johnson
Professor of Sociology
University of North Carolina
Chapel Hill, North Carolina (27514)

Miss Barbara Jordan
Attorney
5303 Lyons Avenue
Houston, Texas (77020)

Mr. William H. Maness
Attorney
603 Florida Theatre Building
Jacksonville, Florida (32202)

Mrs. Vivian Carter Mason
2630 Chesterfield Boulevard
Norfolk, Virginia (23504)

The Reverend M. D. McCollom
District Superintendent
The Methodist Church
209 Bowling Avenue
Columbia, South Carolina (29203)

Mr. Benjamin Muse
Heron House
Reston, Virginia (22070)

Class of 1969 (continued)

Mr. John P. Nelson
Attorney
1100 Medallion Tower
344 Camp Street
New Orleans, Louisiana (70130)

Dr. Lucius H. Pitts
President
Miles College
Birmingham, Alabama (35208)
AC 205 786-5281

Dr. Hollis F. Price
President
LeMoyne College
Memphis, Tennessee (38126)

Mrs. Tom Ragland
3821 Abbott Martin Road
Nashville, Tennessee (37215)
298-1247 AC 615

Mr. Claude Ramsay
President
Mississippi AFL-CIO
133 South Lamar Street
Jackson, Mississippi (39201)
Fleetwood 5-1754

Mr. David H. Scull
President
Turnpike Press
P. O. Box 170
Annandale, Virginia (22003)

The Reverend Kelly M. Smith
First Baptist Church
319 Eighth Avenue, North
Nashville, Tennessee (37203)

Mr. McNeill Smith
Attorney
700 Jefferson Standard Building
Greensboro, North Carolina
(27402)
919-273-8265 Office

CLASS OF 1970

Mr. Bradford D. Ansley, Jr.
Businessman
7501 Midnight Pass Road
Sarasota, Florida (33581)

Mr. Julius L. Chambers
Attorney
216 West 10th Street
Charlotte, North Carolina (28202)

Mr. Edward E. Elson
President
Atlanta News Agency
3875 Green Industrial Way
Chamblee, Georgia (30005)

Dr. Edward E. Haddock, M.D.
1133 West Franklin Street
Richmond, Virginia (23220)

Dr. Robert J. Harris
Dean
Division of Arts and Sciences
University of Virginia
Charlottesville, Virginia (22903)

Mrs. Martin L. Harvey
Businesswoman
145 N. Farish Street
Jackson, Mississippi (39202)

Dr. Vivian W. Henderson
President
Clark College
Atlanta, Georgia (30314)

Mr. Harry Huge
Attorney
Alexandria, Virginia
(1823 Jefferson Place, N.W.
Washington, D. C. - 20036)

Class of 1970 (continued)

Mr. Henry Marsh
Attorney
3211 "Q" Street
Richmond, Virginia (23223)

Mr. L. D. Milton
President
Citizens Trust Company
212 Auburn Avenue, N. E.
Atlanta, Georgia (30303)

Dr. Samuel Nabrit
Executive Director
The Southern Fellowships Fund
795 Peachtree Street, N. E.
Atlanta, Georgia (30308)

Mr. J. Allen Parker
President
Alabama Exchange Bank
Tuskegee, Alabama (36083)

Mr. J. Rupert Picott
Executive Secretary
Virginia Teachers Association
316 Clay Street
Richmond, Virginia (23219)

Dr. Jewel Prestage
Chairman, Department of
Political Science
Southern University
Baton Rouge, Louisiana (70813)

Rabbi Jacob Rothschild
The Temple
1589 Peachtree Street, N. E.
Atlanta, Georgia (30309)

The Rt. Rev. Msgr. Alexander
O. Sigur
P. O. Box 2250
Lafayette, Louisiana (70501)

Dr. Vascoe A. Smith, D.D.S.
505 Vance Avenue
Memphis, Tennessee (38126)

Mr. Walter Sharp
Route 2, Beech Creek Road
Brentwood, Tennessee (37027)

Mr. James Stokely
Author and Poet
405 Clifton Heights
Newport, Tennessee (37821)

Dr. William H. Townsend
Optometrist
1304 Wright Avenue
Professional Services Building
Little Rock, Arkansas (72206)

Mr. Nat Welch
Executive Director
Community Relations Commission
1203 City Hall
Atlanta, Georgia(30303)

Mr. Avon Williams AC 615 244-3988
Attorney
McClellan-Looby Building
327 Charlotte Avenue
Nashville, Tennessee (37201)

Dr. T. Franklin Williams, M.D.
405 Whitehead Circle
Chapel Hill, North Carolina (27514)

CLASS OF 1971

Mrs. Lawrence Coe
Member, School Board
262 Stonewall Street
Memphis, Tennessee (38111)

Sam Cook
Raymond Wheeler
John Wheeler

Class of 1971 (continued)

Office 919-684-8111
Dr. Samuel DuBois Cook
Professor of Political Science
Duke University Home 489-5198
Durham, North Carolina (27706)

Dr. Ralph Mason Dreger
Professor of Psychology
Louisiana State University
Baton Rouge, Louisiana (70906)

Mr. Martin L. Harvey
Dean of Student Affairs
Southern University
Southern Branch Post Office
Baton Rouge, Louisiana (70813)

Mrs. Julien J. Hohenberg
91 Morningside Park
Memphis, Tennessee (38104)

Mrs. Helen Howard
Director
Vine City Foundation, Inc.
558 Magnolia Street,N. W.
Atlanta, Georgia (30314)

Mr. Paul Johnston
Attorney
1142 Brown-Marx Building
Birmingham, Alabama (35203)

Mr. Sylvan Meyer
Editor
The Daily Times
Gainesville, Georgia (30501)

Mr. George Owens
President
Tougaloo College
Tougaloo, Mississippi (39174)

Mr. Robert J. Palmer
Businessman
304 South Main Street
Sumter, South Carolina (29150)

Mrs. Mary Sand
1447 Granada Street
New Orleans, Louisiana (70122)

Mrs. Jane Schutt
955 Pecan Boulevard
Jackson, Mississippi (39209)

Mr. John Siegenthaler
Editor
The Nashville Tennessean
1100 Broadway
Nashville, Tennessee (37203)

Mrs. Alice N. Spearman
3401 Brookwood Court
Columbia, South Carolina (29204)

Mr. Lee B. Thomas, Jr.
President
Vermont American Corporation
500 East Main Street
Louisville, Kentucky (40202)

Mr. John W. Walker
Attorney
1304-B Wright Avenue
Little Rock, Arkansas (72206)

Mr. John H. Wheeler - Bank
President
Mechanics and Farmers Bank 919-688-3448
Box 1932 Home 919-682-3466
Durham, North Carolina (27702)

Dr. Raymond M. Wheeler, M.D.
3724 Warrington Drive
Charlotte, North Carolina (28211)
375-1795 (AC-704)

Dr. Bell I. Wiley
Professor of History
Emory University
Atlanta, Georgia (30322)

Class of 1971 (contined)

Miss Josephine Wilkins
Sheraton-Biltmore Hotel
817 West Peachtree Street, N.E.
Atlanta, Georgia (30383)

Dr. H. Franklin Williams
Professor of History
University of Miami
Coral Gables, Florida (33146)

Mr. Paul D. Williams
Publisher
3320 Gloucester Road
Richmond, Virginia (23227)

Mr. Marion A. Wright
Attorney
Top Knot
Linville Falls, North Carolina
(28647)

Mr. Jack Young
Attorney
213 Redmond Building, Suite 207
115½ N. Farish Street
Jackson, Mississippi (39201)

Mr. James E. Youngdahl AC 501 4-8293
Attorney Franklin
711 West Third Street
Little Rock, Arkansas (72201)

CLASS OF 1972

Mr. Fred D. Alexander
Realtor
2140 Senior Drive
Charlotte, North Carolina (28208)

The Reverend Hubert Beckwith
Congregational Christian Church
of Fairfax County
P. O. Box 288
Annandale, Virginia (22003)

Dr. A. D. Beittel
American Friends Service Committee
P. O. Box 4325, Fondren Station
Jackson, Mississippi (39216)

The Honorable Julian Bond
State Legislator
162 Eurahlee Street, S. W.
Atlanta, Georgia (30314)

Mr. H. A. Hank Brown
President, AFL-CIO, Texas
Box MM - Capitol Station
Austin, Texas (78711)

Mr. Irving E. Carlyle
Attorney
P. O. Box 84
Winston-Salem, North Carolina (27102)

Mrs. John Cashin
416 Owens Drive, S. E.
Huntsville, Alabama (35801)

AC 615 Home 528-1249
Mr. Paul R. Christopher
Regional Director, AFL-CIO
216 Flatiron Building
Knoxville, Tennessee (37917) Office 524-7481

The Reverend Walter B. Clancy
Director
Catholic Social Services
Diocese of Little Rock
2415 North Tyler
Little Rock, Arkansas (72207) Phone mo-4 AC-0340 501

The Reverend Philip Cousin
St. Joseph's A.M.E. Church
Markham Educational Building
804 Fayetteville Street
Durham, North Carolina (27701)

Mr. James McBride Dabbs
Planter, Author
Rip Raps Plantation
Mayesville, South Carolina (29104)

Class of 1972 (continued)

Mr. Neil O. Davis
Editor-Publisher
The Auburn Bulletin
Auburn, Alabama (36830)

Dr. Albert W. Dent
President
Dillard University
New Orleans, Louisiana (70122)

Mr. Nils Douglas
Attorney
1110 Medallion Tower
344 Camp Street
New Orleans, Louisiana (70130)

The Reverend Duncan M. Gray, Jr.
St. Paul's Episcopal Church
1116-23rd Avenue
Meridian, Mississippi (39301)

Dr. Charles M. Grigg
Director
Institute for Social Research
Florida State University
Tallahassee, Florida (32306)

The Honorable Brooks Hays
Attorney
Little Rock, Arkansas
(314-2nd Street, S. E.
Washington, D. C. - 20003)

Dr. Aaron E. Henry
Pharmacist
213 Fourth Street
Clarksdale, Mississippi (38614)

Mr. George Lewis, II
President
The Lewis State Bank
Tallahassee, Florida (32301)

Dr. Herman H. Long AC-205 362-2752
President
Talladega College
Talladega, Alabama (35160)

The Reverend Powers McLeod
District Superintendent
The Methodist Church
2252 Allendale Road
Montgomery, Alabama (36111)

Mrs. Helen Mervis
1422 Valence Street
New Orleans, Louisiana (70115)

AC 919 business 933-1351 5106
Mr. Daniel Pollitt ~~941-1054~~
Professor of Law
University of North Carolina
Chapel Hill, North Carolina
(27514) home 942-5521

Mr. Frank Smith
Director
Tennessee Valley Authority
405 New Sprankle Building
Knoxville, Tennessee (37902)

Dr. C. H. Thomas, Jr.
Professor of Political Science
South Carolina State College
Orangeburg, South Carolina (29115)

LIFE FELLOWS

Mrs. Jessie Daniel Ames, '62
The Wren's Nest
P. O. Box 626
Tryon, North Carolina (28782)

Mr. Hodding Carter, '64
Publisher
Delta-Democrat Times
Greenville, Mississippi (38701)

Mr. Herbert M. Davidson, '68
Editor-Publisher
Daytona Beach News-Journal
Daytona Beach, Florida (32014)

Life Fellows (continued)

The Reverend Theodore R. Gibson, '66
Christ Episcopal Church
P. O. Box 6
Cocoanut Grove Station
Miami, Florida (33130)

Dr. Frank P. Graham, '67
Chapel Hill, North Carolina
(Room 951, United Nations
New York, New York - 10017)

Mr. Paul E. Green, '65
Author, Playwright
University of North Carolina
Chapel Hill, North Carolina
(27514)

Dr. Gordon B. Hancock, '62
Educator & Newspaper Columnist
P. O. Box 6056
Richmond, Virginia (23222)

The Rev. Edward A. McDowell, '62
270-D Peachtree Hills Avenue, NE
Atlanta, Georgia (30305)

~~Mr. Ralph McGill, '64~~
~~Publisher~~
~~The Atlanta Constitution~~
~~Atlanta, Georgia (30302)~~
Deceased

Rabbi Charles Mantinband, '68
Temple Emanuel
Box 1502
Longview, Texas (75601)

Colonel Francis P. Miller, '66
Charlottesville, Virginia
(2810 "P" Street, N. W.
Washington, D. C. - 20007

Dr. Riley B. Montgomery, '66
President Emeritus
Lexington Theological Seminary
Lexington, Kentucky (40508)

Dr. C. H. Parrish, '68
Department of Sociology
University of Louisville
Louisville, Kentucky (40208)

Mrs. J. N. Rayzor, '68
3207 Groveland Lane
Houston, Texas (77019)

Dr. Harry V. Richardson, '68
Interdenominational Theological
Seminary
671 Beckwith Street, S. W.
Atlanta, Georgia (30314)

Miss Dorcas Ruthenburg, '68
1202 Kentucky Home Life Building
Louisville, Kentucky (40202)

Mrs. David Terry, '64
411 East Seventh Street
Little Rock, Arkansas (72202)

Mrs. J. Fount Tillman, '68
Palmetto Farm, RFD 1
Lewisburg, Tennessee (37091)

Mrs. M. E. Tilly, '64
Director of Women's Work
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia (30303)

Dr. W. D. Weatherford, '64
Black Mountain,
North Carolina (28711)

Mr. Carter G. Wesley, '64
Publisher
Houston Informer
Box 3086
Houston, Texas (77001)

Dr. Benjamin E. Mays, '68
President Emeritus
Morehouse College
3316 Pamlico Drive, S. W.
Atlanta, Georgia(30311)

SOUTHERN REGIONAL COUNCIL

Operating Budgets and Income Forecast - 1969
(Proposed)

SYNOPSIS

GENERAL OPERATIONS		
Budgeted	321,310.00	
Committed or expected	265,000.00	
Balance to be raised:		56,310.00
SPECIAL PROJECTS		
Budgeted	789,000.00	
Committed or expected	549,000.00	
Balance to be raised:		175,000.00
Total Budgeted:	1,100,310.00	

GENERAL OPERATIONS - 1969

ITEM	1969	1968
Salaries	$ 185,700	$ 180,200
Social Security	6,860	5,900
Travel	13,500	9,500
Telephone & Telegraph	9,200	7,900
Executive Committee, Special Council & Annual Meetings	14,000	10,000
Books, Subscriptions, Research Materials	3,600	4,200
Office Supplies, Equipment & Maintenance	14,000	11,000
New South, Postage and Fees	4,000	6,800
Postage, General	12,000	7,800
Printing	4,000	4,000
Rent	13,050	10,600
Accounting	3,400	3,000
Insurance -- General	1,000	1,000
-- Staff Benefits	22,000	16,500
Miscellaneous	3,000	3,000
Reserve & Contingency	12,000	12,000
TOTALS	$ 321,310	$ 293,400

Total Budgeted, General Operations	$ 321,310.00
Committed or expected	265,000.00
Balance to be raised	$ 56,310.00

SPECIAL PROJECTS - 1969

Project in:		Totals
Community Organization and Education		
Budgeted	$ 51,250.00	
(Committed or expected)	51,250.00	$ 51,250.00
Labor Education Project		
Budgeted	37,750.00	
(Committed or expected)	37,750.00	37,750.00
Project for Southern Leadership		
Budgeted	35,000.00	
(Committed or expected)	35,000.00	35,000.00
Grants to State Councils on Human Relations		
Budgeted	100,000.00	
(Committed or expected)	100,000.00	100,000.00

Note: We hope for a minimum of at least $30,000 more for this support, though it cannot be expected at this time.

Voter Education Project

Service Centers for Elected Officials	100,000.00
Student Interns	35,000.00
Citizenship Education and Leadership Training	100,000.00
Voter Registration	120,000.00
Statewide Voter Projects	120,000.00

Voter Education Project - continued

		Totals
Research	25,000.00	
(Committed or expected)	325,000.00	500,000.00
Special Printing and Related Costs		
Budgeted	65,000.00	
(Committed or expected)	65,000.00	65,000.00

Total Amount Budgeted, Special Projects:	789,000.00
Balance to be Raised, Special Projects	175,000.00

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
FRANK SMITH, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern [illegible], Inc.
5 FORSYTH STREET, N. [illegible] 30303

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

October 16, 1970

During the week of October 25 the national meetings of the Adult Education Association will be held in Atlanta. On Wednesday morning, October 28, the Labor Education Section of the A.E.A. will have its meeting on the topic of "Labor Education in the South."

I have been asked by the planning committee to invite you to attend this session which will bring together a panel of university, agency, and union labor education practitioners. The session will be informal. It is my hope that this meeting will provide an opportunity for persons in Georgia interested in labor education to become better informed, meet some of the national people in this field, and to raise questions about the prospects of labor education in the region.

The meetings will be held in the Regency Hyatt House and will run from 9:00 a.m. until noon.

I urge you to join us for these deliberations.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

GROUP A

JOHN A. GRIFFIN, Chairman
H. FRANKLIN WILLIAMS, Recorder
JOHN O. BOONE, Staff Resource

1. Mr. Hubert Beckwith
   Virginia
2. Dr. A. D. Beittel
   Mississippi
3. Mr. Herbert M. Davidson
   Florida
4. The Rev. Caxton Doggett
   Florida
5. Dr. Ralph Mason Dreger
   Louisiana
6. Dr. John A. Griffin
   Georgia
7. Mr. Martin Harvey
   Louisiana
8. Dr. Guy B. Johnson
   North Carolina
9. Mrs. Helen Mervis
   Louisiana
10. Dr. Samuel Nabrit
    Georgia
11. Mr. George A. Owens
    Mississippi
12. Mr. Daniel H. Pollitt
    North Carolina
13. Rabbi Jacob Rothschild
    Georgia
14. Mr. Frank Smith
    Tennessee
15. Dr. William Townsend
    Arkansas
16. Mr. Nat Welch
    Georgia
17. Dr. H. Franklin Williams
    Florida
18. Mr. Marion A. Wright
    North Carolina

GUESTS

19. Mr. Frank Adams
    Virginia
20. Mr. Will Allred, Jr.
    North Carolina
21. Mr. Kenneth Dean
    Mississippi
22. Mrs. Patricia Miller
    Louisiana

REPORT OF GROUP A

Group A with attendance of 16 of the 22 expected participants and some additional guests reached the following conclusions:

(1) It found that there was no present activity of the SRC which needs to be abandoned or considerably altered. It sought in its recommendations to emphasize practical programs in the view that such programs are more effective than mere exhortation.

(2) The group sees the VEP program as highly relevant to the building of a power base for blacks. It urges continuance of a study of techniques of voter registration and projects for citizenship education and leadership training. It recommends attention to projects for getting out the vote by action, if counsel sees this as advisable, or by encouragement of other organizations. It hopes that the staff of VEP will continue to seek new ways to contribute to the growth of political power in the black community. It would welcome some attention to the poor white citizen's need for political understanding.

Politics
A-2
B-3
B-6

Youth

(3) In the matter of compliance of federal bureaus, state offices, and local governments with Equal Opportunity Act requirements, the group recommends that the staff carry on research projects to indicate the extent and quality of compliance where other agencies have not done so. It suggests that a re-survey after an interval might be constructive.

This section believes the following suggestions to be worthy of consideration by staff and Executive Committee:

(4) A study and report on the orfices which are filled by appointment in Southern state governments and the extent, if any, to which race seems to be a factor in such appointments.

(5) The trend toward consolidation of local government units may call for study of examples, good and bad, of its effect on the political power of the black community.

(6) The group recommends the preparation of a brochure aimed at the medium-sized business to indicate how effectively to comply with the Equal Opportunity Act, how to overcome the difficulties involved, and the economic benefits of equal employment.

(7) The group was in favor of a simple manual to help the lower-level supervisor avoid mistakes in handling minority employees and to increase his sensitivity to the problems of those whom he supervises.

B-7(?)

(8) The group recommends that the staff consider the possibility of offering the material involved in these two brochures and similar material as program content for business meetings which are convened in Atlanta.

(9) The group wishes to alert the staff to the desirability of seeking contact with SRC board members and state Council board members when their projects take them to local areas.

(10) The group desires to see more involvement of SRC board members. This is now achieved by initiative of individual members and by a few advisory committees. One suggestion is that the members from a given state meet concurrently as an SRC committee at the time of the state Council annual meeting.

(11) The group agreed that staff should be alert to the opportunity offered by planned federal concentration on Memphis in civil rights action.

(12) Consensus of the group was that SRC should engage in activities which will lead to complete freedom of occupancy in all parts of our communities without regard to race or economic levels.

(13) Staff should search out OEO "success stories" and spotlight them for public information.

C-4

(14) In addition to its present excellent publications, the production for much larger distribution of a series of pamphlets or papers better designed to reach and appeal to the man in the street.

B-4

(15) The staff should write news releases based on all SRC's published material as it appears.

B-5
C-4

(16) Some study should be made by the SRC Executive Committee of inviting the participation of young people, perhaps as members of the SRC Board.

GROUP B

HERMAN H. LONG, Chairman
BENJAMIN MUSE, Recorder
EMORY F. VIA, Staff Resource

3 1. Mr. J. Bill Becker
Arkansas

2. Mr. Irving Carlyle
North Carolina Attyn

3, 2 3. Mr. Julius Chambers
North Carolina

3 2 4. Mr. James M. Dabbs
~~North~~ South Carolina

5. Dr. Gordon B. Hancock
Virginia

6. Dr. Vivian Henderson
Georgia

3 2 7. Mrs. Julien J. Hohenberg
Tennessee

8. Mr. Donald Hollowell
Georgia

3 2 9. Dr. Herman H. Long
Alabama

3 2 Peabody 10. Mrs. W. T. Mason
Virginia

11. Mr. Robert J. Palmer
South Carolina

3 2 12. Mrs. Mary E. Sand
Louisiana

3 2 13. Father Alexander O. Sigur
Louisiana

2 4 Mrs. Harvey –

~~1 4 Lewis Sowton~~

14. The Rev. Kelly M. Smith
Tennessee

15. Dr. Raymond M. Wheeler
North Carolina

3 16. Dr. Bell I. Wiley
Georgia

GUESTS

2 17. Mr. Allard Allston
South Carolina

2 18. Mr. Carl E. Auvil
Virginia – Pres Valeurd

19. Mr. Harold C. Fleming
Washington, D. C.

20. Mr. Harry Huge
Virginia

2 21. Mr. John McCown
Georgia

22. Mr. Norman Perlstein
New York, New York

2 23. Mr. Lewis Sinclair
Tennessee

D Ruth Beitel

Bill Boardman

4 Mrs. Huge

That Olive

Robert Chase – D.C.

2 Joe Gannon

~~2 Mrs. [illegible]~~

Room designation
Room setup
~~aff~~

Purpose of discussion

Continuing eval. of program — Committee re-meet -

Utilization of resources, other staff
Visitors (?)

Harley Martin

RECOMMENDATIONS OF GROUP B

The session reviewed the structure, purposes, and program goals of SRC. There was universal agreement that goals were valid but questions were raised as to the relevancy of these programs at this time in the light of new issues and new problems facing the South and the nation. The following areas of new program approach and emphasis were suggested.

1. The SRC was described as a head without a body, representing a need for more effective articulation between the programs of the Council itself and those of the State Councils on Human Relations.

   As a means of addressing this need it was proposed that the Executive Committee continue to make use of ad hoc committees of State Council Directors and officers when it considers those problems of direct interest to the State Councils and that the State Council Directors and SRC staff be urged to find even more effective ways of communicating their mutual concerns through joint sessions, projects, and individual consultations.

2. As a means of enabling the Council both to (a) address itself to issues of economic development affecting the life and welfare of the dispossed communities and (b) take advantage of the new resources available

through government, business, private foundations and other organizations and that the Council launch a program for establishing Community Development Corporations.

3. That SRC expand its activity of political education and in this connection formulate a Charter of Goals for the region essential to the achievement of a more democratic society in the South.

   Two specific kinds of projects were suggested: 1) Analysis of the voting records of Southern Congressmen and Senators in the context of proposed social and economic legislation, and (2) that SRC undertake a research project in 1969 dealing with living conditions in a variety of counties of the South, and that photographic and essay reports be prepared both to educate local residents as to priority goals and to remind local, state and national leaders of unmet local needs.

4. Emphasis upon mass media as a principal program departure using as a model the vehicle of the New Orleans Council -- that is seminars with mass media personnel (newspapers, radio and television) and local community leaders, with poor people involved. Such a program might achieve the following: 1) The better interpretation of the basic social goals to which the SRC program is addressed. 2) A fuller consideration of the tactical use of the equal

time and fairness standards applicable to the TV and radio media and 3) the exertion of constructive criticism on the interpretation of race relations events and developments affecting life in the Southern Community.

5. In our awareness of the continuing need for young people -- potential Southern leaders -- to find meaningful expression of their goals and an outlet for action leading to constructive change and recognition, we urge consideration of a youth project aimed at both community and student leaders.

6. We recommend that SRC's Executive Committee consider the establishment of a separate entity in conformity with Section 503-C-4 of the Internal Revenue Code whose purpose shall be to implement the legislative goals which SRC sees as essential to the development of the region.

7. In the context of its present leadership program, we propose that SRC explore the possibility of using the regional and national meetings of business, professional, civic and other organizations held in Southern cities as a means of interpreting the developing South, its racial problems and progress.

GROUP B

The process of determining the relevancy of present programs of SRC and the place in the future of these programs in the light of our times provided an excellent forum for the exchange of viewpoints and ideas directed toward broader application of the tools to achieve SRC goals.

Herman Long, Chairman

Emory Via, Staff Resource

Vivian C. Mason, Recorder

HL/EV
HL/km

Group B — Via

Urban
Cleaners
Labor

JAL. points from intro.

round robin questions (responses) re SRC —

Smds — lack of public info on SRC — should get story out —
Res, knowledge, help to projects, social justice,

Dabbs — To what degree motivated by knowledge —
we do assume ignorance & that if knew better would do better
but this is under challenge —

Long — Descriptive Bd, Ex. Com, staff

Hawg — belief, but relevance of this

Sindler — relevant but not influential —

What programs — VEP, Res & Info, Com. Develop., Survival & Polit, Public Ed. and Lobby.)
Dabbs — VEP to increase b. power to student W. power —
VEP further involvement in Community
(Conversion with State Councils)

Com: org: — develop. sense of community, involve people in action,
make research relevant;
Need focus last paragraph —
EV — non duplication; sharper focus. action;
L Dabbs did pick up.

(2) (Action) ~~Negro~~ ~~people~~ Strategic use of info
Implacement
VEP
State commits -
Bd. member action

should do

Should work to eliminate race as an issue -
EV - still an issue - need to attack on "decency level"
new building groups to be reckoned with -

should do Ray - needs searching exam. of political structure in South today & relates to W/B problems & interests -
where reasonable contact, frequently a response -

Eval Chambers - has SRC in past not attempted to reach poor whites -

Long - Who are the publics -

govt. agencies & officials	Church women	Not? Bunion
Labor -	News media	
Negroes -	Leadership	
White & Bl. liberals		

Chambers - what distinguishes SRC from other civil rts. org. organizations -
[SRC - Collaborative - Southern - Voter - flex. strategy - bi-racial
Strategic use of info -

Eval. (Long) What has been assumption as to results of our actions

II

release of Knowledge
elements in complex society
readers if it is attained
is it geared to ordinary folk — problems —

Mr Bowen
Need for voter turnout

SRC — State Res. Coop.

wholesale & retailing
~~wholesale~~ & ~~retailing~~

available resources —

How are the State Counts —
& Reg SRC (swapping ideas with other)

Competence of Staff

Need to get Staff out of Atlanta
(trained budget)

SRC Staff uncommitted & unmotivated —

Mr Bowen
State Council directors be on the board —

Bd Strength
State — SRC communication
Voter turnout —

State Counts
Directors in
Publication
Rev of Action

Prepared agenda
AM — Problems relating to youth
Voter apathy, Performance, rev. Fed cat jurisdiction & ed.
equal employ complaint
State & local complaint
Flow. Appointments
Resume to proper officials

Employment or a measured sort relating for employers.

Reaching the poor
Expansion of Urban program
High Policy — News for to go in Albany
relating with Com

Johnson –

Stenpen communition & educational attack of SRC

Dunbar

Advocacy of Poor

Res. & Info.

Voter Ed.

ed of whites is incidental –

EV –

Coalition

Reasoning non-ideological

Fleming –

"New Politics" – VE

Displacing new resources – gout, industry

Displacement of econ opp. – Use of means – loaps. Intrepreneur today

Patterns of housing –

New Constituencies –

Re revealing character of Southern political figures –

1) Photographic essay –

Pol. ed.

1) Charter of (legis) goals & programs to achieve a dem. Society
specify kinds of programs that people should
be informed about (State Round-ups) — EV

2) Analysis by Staff of voting record of Southern
Congressional delegations to Crucial ISSUES
of Concern to S.R.C.

"Social research" in baliwicks of So. Congressmen
(EV this picks on specific office holders)

EV further Pol. Ed
& Analysis

That SRC undertake a res. proj on 1969 living
conditions in a variety of counties of the general South
& that photographic & essay reports be prepared
both to educate local residents as to pressing goals
& to ~~build~~ remind local, state and national leaders
of urgent local needs.

Implicit: lay ground for others to engage in
political action; also match res. with
Cong. dest & voting record —

[aimed at Convention as part of program]

[Educate media — Interpretation of basic Southern goals of]

News media —

getting SRC story to them

assisting poor to tell their story —

Seminars in public relations

which poor — to whom aimed —

to themselves —

to local community

Equal time & fairness doctrine —

utilize locally —

How to get "underprivileged" aware of rights & tech

[Critic of negative coverage —]

Conventions — Prof, Business orgs anything

approach org.

[Suggested Southern Staff — maybe key office — would encourage plant location]

Pol. Action

Exec. Com.

Youth program —

— aimed at both community & Student Youth leaders.

& youth projects, work as Committee "T"

In our awareness of the continuing need of young people who are potential southern leaders, to find meaningful help of their goals ~~and a place~~ as an outlet for action leading to

Rosty Wheeler

Could, should SRC establish an Economic Development Division to

1) Create new entrepreneurship
2) attract business support
3) Practice the vernacular of the new administration

1) SRC - SCHR relations
more effective articulation of
use of advisory adjuncts to the SRC ~~board~~
by Exec. Com.
continuance of ad hoc com of state
Council Centers —
Staff —
govt, business, & pub. foundations

2) Program for org. Community Development program
econ & soc. —

3) Political ed —
Charter of goals for region to achieve
dem part

4) ~~Political Analysis~~ Mass media

5) Youth

6) Pol. action arm of Council

7) Leadership program — Convention speakers —
In the interest of furthering ~~the~~ SRC's ~~emphasis~~
leadership program

GROUP C

C. H. THOMAS, JR., Chairman
SAMUEL DuBOIS COOK, Recorder
ROBERT E. ANDERSON, Staff Resource

1. Mr. Fred Alexander
   North Carolina

2. The Rev. Carroll Brooke
   Virginia

3. Mr. Paul Christopher
   Tennessee

4. Dr. Samuel DuBois Cook
   North Carolina

5. Mr. Edward Elson
   Georgia

6. Father Theodore R. Gibson
   Florida

7. Dr. E. A. McDowell
   Georgia

8. Mr. J. A. Parker
   Alabama

9. Dr. C. H. Parrish
   Kentucky

10. Miss Dorcas Ruthenburg
    Kentucky

11. Mrs. Alice N. Spearman
    South Carolina

12. Mr. John W. Walker
    Arkansas

13. Mrs. Charles White
    Texas

14. Mr. James Youngdahl
    Arkansas

GUESTS

15. Mrs. Henrine Banks
    Florida

16. Mr. Baxton Bryant
    Tennessee

17. Mr. Elijah Coleman
    Arkansas

18. Dr. Leslie W. Dunbar
    New York

19. Mrs. Ann Garey
    Florida

20. Mr. Brice Joyce
    Alabama

21. Mr. Edwin Stanfield
    Texas

22. Mr. Robert Valder
    North Carolina

GROUP 2

NAME	CITY	STATE
1. Lewis S. Sinclair	Knoxville	Tenn.
2. Allard A. Allston	Columbia	S. C.
3. William L. Bondurant	Winston-Salem	N. C.
4. Zane Wilson	Atlanta	Ga.
5. Julie Wheeler	Charlotte	N. C.
6. Reba Huge	Alexandria	Va.
7. Thad Olive	Atlanta	Ga.
8. R. J. Palmer	Sumter	S. C.
9. Bell I. Wiley	Atlanta	Ga.
10. Raymond Wheeler	Charlotte	N. C.
11. Bill Becker	Little Rock	Ark.
12. Ruth Beittel	Jackson	Miss.
13. Julius Chambers	Charlotte	N. C.
14. Herman H. Long	Talladega	Ala.
15. Carl E. Auvil	Fairfax Cty.	Va.
16. Mary E. Sand	New Orleans	La.
17. Emory F. Via	Atlanta	Ga.
18. Mrs. Martin L. Harvey	Jackson	Miss.
19. Harry Huge	Alexandria,	Va.
20. Harold Fleming	Washington	D. C.
21. James McBride Dabbs	Mayesville	S. C.
22. Irving E. Carlyle	Winston Salem	N. C.
23. Frank Adams, Jr.	Richmond	Va.

NAME	CITY	STATE
24. John L. McCown	Atlanta	Ga.
25. Susan Morgan	Atlanta	Ga.
26. Warren Pritchard	Atlanta	Ga.
27. Joe Gannon	Huntsville	Ala.
28. Mrs. May Hohenberg	Memphis	Tenn.
29. Alexander O. Sigur	Lafayette	La.
30. Katharine Martin	Atlanta,	Ga.

Preamble

The session reviewed the makeup, purposes, and program goals of SRC. There was universal agreement that goals are valid but questions were raised as to the relevancy at this time of these programs in the light of new ~~aspects~~ issues & new problems facing the South & the ~~country~~ nation.

The following areas of new approaches & emphasis were suggested.

Conclusion

The process of determining the relevancy of present programs of ARC and the place in the future of these programs in the light of our times provided an excellent forum for the exchange of viewpoints + ideas directed toward ~~[illegible]~~ broader application of the tools to achieve ARC goals. It was an ~~[illegible]~~ experience

Herman Long Chr.
Emory Via Resource
Vivian C Mason, ~~Rec~~.

Resolved that SRC's Executive Committee consider the establishment of a separate entity ~~under~~ in conformity with Sec 503-C-4 of the Internal Revenue Code to further ~~the~~ legislative goals of issues in which SRC is interested.

whose purpose shall be to implement legislative goals essential to the development of the vendor.

~~to further the~~ which SRC sees as ~~SRC's program~~

RECOMMENDATIONS OF GROUP 3

Evaluation of SRC Program and Structure:

1. Basic program.--We feel that SRC's programs are fundamentally sound.

2. Composition and structure of the Council and Executive Committee.--SRC should examine its by-laws involving restrictions on the composition of the Council and the Executive Committee with the objective of broadening the basis of representation and rotation. We enthusiastically support the new spirit and changes as disclosed in the recommendation of the report of the Nominating Committee. We feel, however, that more changes should occur:

   A. More diverse geographic representation on the Executive Committee.

   B. More youthful membership on the Executive Committee.

3. Reaching grassroots level.--We feel that SRC needs to broaden its base of communication and involvement with the so-called grassroots people. We specifically recommend:

   A. A technique should be developed to reach a broader constituency in areas not

covered by VEP. Specifically, SRC should

1. Study the possibility of manuals for mass distribution in all areas being relevant.
2. Produce a formal manual for leadership training groups tailor-made to SRC's programs.

4. Lack of flexibility of funding.--We observe that SRC has nearly all of its resources earmarked for specific projects and therefore has too little money to use for innovation or in a flexible manner to meet problems not foreseen at the time the budget was prepared. There is, therefore, a need for a search for more funds to guarantee greater flexibility.

5. State Councils.--There is a serious problem of the funding of state councils. Therefore, we recommend that the Executive Committee and/or staff invite reactions to the merits of a professionally coordinated state council fund-raising effort.

6. Out-reach.--We observe that SRC programs involve and reach only a limited number of citizens within our region. We therefore believe that SRC's out-reach should be increased to include communication with a greater number of low-income

and here-to-fore unreached citizens, black and white, within the region. Specific recommendations include:

A. Schools.

B. Established civic and community groups.

C. Young black militants.

7. Voter Education Project.--VEP has done an outstanding job in voter registration, education, and participation, as well as in leadership training. We are delighted to see it move in new areas such as providing services to public officials. We feel, however, that VEP should explore the possibility of using its existing channels for other programs and ventures of SRC.

We believe that the group discussion process followed at this meeting is a creative innovation in the decision-making process, and should be repeated at the next annual meeting.

--C. H. Thomas, Chairman

Samuel DuBois Cook, Recorder

Robert E. Anderson, Jr.,
Staff Resource

SC/js

NOTE: NO PAYMENT WILL BE MADE UNLESS THIS FORM IS COMPLETED. ALL RECEIPTS INCLUDING TRAVEL STUBS, HOTEL BILLS, AND MEAL TICKETS MUST BE ATTACHED TO THIS FORM WHEN SUBMITTED FOR PAYMENT.

EXPENSE ACCOUNT

SOUTHERN REGIONAL COUNCIL, INC.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

DATE _____ 19____

TRAVEL (type of transportation and destination)

_____

_____
(Auto @ .10 per mile) $_____

TAXICABS & LIMOUSINES, ETC.

_____ $_____

HOTEL (dates & places)

_____

_____ $_____

MEALS

_____

_____ $_____

OTHER EXPENSES (itemize) _____

_____ $_____

TOTAL $_____

Less advance _____

Total due $_____

Signed_____
(Please type or print)

Address _____ City and State _____

Zip Code _____

Date and purpose of trip _____

_____

10-31-69

Emory --

As of this morning the following labor people have accepted our invitation to dinner:

1. E. L. Abercrombie
   Laundry Workers

2. Mr + Mrs. E. T. Kehrer
   Civil Rights Dept., AFL-CIO

3. John Wright
   Atlanta Labor Council

4. Morton Shapiro
   Amer. Fed. of State, County and Municipal Employees

5. Mr. & Mrs. Val Cox, Sr.
   Service Employees

6. Mr. James Hampton'
   Internat'l. Chemical Workers

7. James Weaver
   Alliance for Labor Action w/2

8. William Genoese
   Alliance for Labor Action w/3

9. Frank C. Gullatte
   Laborer's Union

10. Samson Garrett
    Laborers' Union

11. Jim Crawford
    Ga State

12. Jim Hefner

LABOR PEOPLE

1. Mr. E. L. Abercrombie accepts
Laundry Workers Union
157 Forsyth Street, S. W.
Atlanta, Georgia 30303 → Mr. & Mrs. Wiley A. Brooton 825 - 6th Street, S.W. Wash. DC

2. Mr. William Clitheroe
International Assoc. of Machinists
Room 808 Glenn Building
120 Marietta Street, N. W.
Atlanta, Georgia 30303

3. Mr. Guy Dickinson
Retail Wholesale and Department Store Union
1838 Stewart Avenue, S. W. [illegible]
Atlanta, Georgia 30315

4. Mr. Herbert Green
United Automobile Workers of America
1776 Peachtree Street, N. W.
Atlanta, Georgia 30309

5. Mr. & Mrs. E. T. Kehrer
Route 2, Six Flags Drive
Austell, Georgia
} accept

6. Mr. & Mrs. Martin Morand
4515 Runnemede Road, N. W.
Atlanta, Georgia 30327

7. Mr. J. Harley Thomas, Vice President
Southern Office
International Chemical Workers Union
Carnegie Building
133 Carnegie Way, N. W.
Atlanta, Georgia 30303

8. Mr. T. H. Vincent, Director
Amalgamated Meat Cutters and Butcher Workmen of North America
878 York Avenue, S. W.
Atlanta, Georgia 30310

9. Mr. M. C. Weston, Jr. Dir.
United Steelworkers of America, District 35
Suite 334
1776 Peachtree Street, N. W.
Atlanta, Georgia 30309

10. Mr. Tony Zivalich accepts 11/3/69
International Brotherhood of Teamsters
2450 Lakewood Avenue, S. W.
Atlanta, Georgia 30315

11. Mr. Joe Jacobs
Jacobs, Jacobs & Meyers
Standard Federal Building
44 Broad Street, N. W.
Atlanta, Georgia 30303

12. Mr. Jerry Levine
Southern Office
International Chemical Workers Union
Carnegie Building
133 Carnegie Way, N. W.
Atlanta, Georgia 30303

13. Mr. Charles Mathias
United Steelworkers of America, District 35
Suite 334
1776 Peachtree Street, N. W.
Atlanta, Georgia 30309

14. Mr. Jim Pierce
Area Director
American Federation of State, County & Municipal Employees
P. O. Box 9422
Charlotte, North Carolina 28205

15. Mr. James Howard
American Federation of State, County & Municipal Employees
1421 Peachtree Street, N. E.
Atlanta, Georgia 30309

16. Mr. Walter Davis, Director
Department of Education
AFL-CIO
815 16th Street, N. W.
Washington, D. C. 20006

17. Mr. George Guernsey
Education Department
AFL-CIO
815 16th Street, N. W.
Washington, D. C. 20006

18. Mr. Ramelle MaCoy
International Ladies Garment Workers Union - Southeastern Reg.
457 Plaster Avenue, N. E.
Atlanta, Georgia 30324

19. Mr. Don Slaiman
AFL-CIO
815 16th Street, N. W.
Washington, D. C. 20006

20. Mr. J. O. Moore, President
Georgia State AFL-CIO
15 Peachtree Street, N. E.
Atlanta, Georgia 30303

LABOR PEOPLE - Cont'd.

21. Mr. J. W. Giles, Secretary
Georgia State AFL-CIO
15 Peachtree Street, N. E.
Atlanta, Georgia 30303

accepts 11/3/69

22. Mr. Melvin Wages
United Automobile Workers of America
1776 Peachtree Street, N. W.
Atlanta, Georgia 30309

23. Mr. John Wright
Atlanta Labor Council
250 Tenth Street, N. E.
Atlanta, Georgia 30309

accepts

24. Mr. R. J. Butler
HRDI, AFL-CIO
881 Peachtree Street, N. E.
Atlanta, Georgia 30309

(declined)

25. Mr. Scott Hoyman
TWUA
2121 Commonwealth Avenue
Charlotte, North Carolina 28205

26. Mr. & Mrs. James Crawford
1096 Clifton Road, N. E.
Atlanta, Georgia 30307

accept 11/3/69

27. Mr. & Mrs. James Hefner
3236 West Manor Lane, S. W.
Atlanta, Georgia 30311

Hold

28. Mrs. James C. Washington
1848 Callaway Drive, N. W.
Atlanta, Georgia 30314

29. Mr. Oliver Singleton, Regional Director
AFL-CIO, Region 6
153 Richardson Street, S. W.
Atlanta, Georgia 30312

Hold for address

30. Mr. Leslie Roberts, Vice-President
National Council of Distributive Workers of America

31. Mr. Morton Shapiro
American Federation of State, County & Municipal Employees
1421 Peachtree Street, N. E.
Atlanta, Georgia 30309

(accepts)

32. Mr. Tom Evans
American Federation of State, County & Municipal Employees
1421 Peachtree Street, N. E.
Atlanta, Georgia 30309

33. √ Mr. Tom Bradford
American Federation of State, County & Municipal Employees
547 Central Avenue, S. W.
Atlanta, Georgia 30312

34. √ Mr. Val Cox, Sr.
Southern Representative
Service Employees International Union, AFL-CIO
3450 International Blvd.
Hapeville, Georgia
} accept

35. √ Mr. James Hampton
International Chemical Workers Union
Carnegie Building
133 Carnegie Way, N. W.
Atlanta, Georgia 30303
} accepts

36. √ Mr. Paul Mason
Brotherhood of Railway Clerks
~~465 Blvd., S.E.~~ 153 Richardson Street, S. W.
Atlanta, Georgia 30312

37. √ Mr. James Weaver
Alliance for Labor Action
1135 Spring Street, N. W.
Atlanta, Georgia 30309
} accepts W/2 via Jim by Carvel Hallo James Schuetz

38. √ Mr. William Genoese
Alliance for Labor Action
1135 Spring Street, N. W.
Atlanta, Georgia 30309
} accepts ~~via Jim~~ W/3

39. √ Mr. R. B. Porch
Communications Workers of America
40 Pryor Street, S. W.
Atlanta, Georgia 30303

40. √ Mr. Cecil L. Woods
Communications Workers of America
40 Pryor Street, S. W.
Atlanta, Georgia 30303

41. √ Mr. William Weeks
Communications Workers of America
40 Pryor Street, S. W.
Atlanta, Georgia 30303

42. √ Mr. John Young
United Automobile Workers of America
1776 Peachtree Street, N. W.
Atlanta, Georgia 30309

43. √ Mr. George Caudelle
North Georgia Building & Construction Trades Council
250 10th Street, N. E.
Atlanta, Georgia 30309

44. √ Mr. Robert Shaddix
Building & Construction Trades Council
P. O. Box 109
Hapeville, Georgia

45. √ Mr. Frank ~~Gullotte~~ C. Gullatte
Laborers' Union
Rhodes Haverty Building- 134 Peachtree St., N. W.
Atlanta, Georgia 30303

} accepts

46. √ Mr. Samson Garrett
Laborers' Union
Rhodes Haverty Building
134 Peachtree Street, N. W.
Atlanta, Georgia 30303

} accepts

47. √ Mr. E. G. Bartlett
International Brotherhood of Firemen & Oilers
100 Edgewood Avenue, N. E.
Atlanta, Georgia 30303

48. √ Mr. Thomas Archer
International Union of Operating Engineers, Local 926
1838 Stewart Avenue; S. W.
Atlanta, Georgia 30315

49. MR Gid Parham
Int'l Brotherhood of Teamsters
2450 Lakewood Ave., S.W.
Atlanta, Ga.

A N N O U N C E M E N T S

This year you will notice two separate sections of the meeting room. One is reserved for MEMBERS and LIFE FELLOWS only, and the other for GUESTS AND STAFF. We urge all persons in attendance to follow this arrangement.

We have arranged with the hotel for you to sign your bill as you check out. The Council will be responsible for the regular room costs of all persons at the meeting, including guests. If you add any unusual expenses to your bill, please reimburse the Council for them. The Council will be responsible for all expenses, including travel for Members and Life Fellows. Expense Account Forms are available. Please give them to Mrs. Johnson and Mrs. Vick before you leave, or mail them to us. If at all possible, we would like to have airline ticket stubs or other travel receipts where commercial carriers are used.

A member of the staff will be on duty at all times during the meeting. All staff persons will be wearing blue and white badges. Please feel free to ask any of us to do anything that would make your meeting more successful.

PROPOSED LIFE FELLOWS

1. Mr. Irving E. Carlyle
   Winston-Salem, North Carolina

2. Mr. Paul R. Christopher
   Knoxville, Tennessee

3. Mrs. Vivian Carter Mason
   Norfolk, Virginia

4. Mr. L. D. Milton
   Atlanta, Georgia

5. Mr. Benjamin Muse
   Reston, Virginia

REPORT OF THE 1969 NOMINATING COMMITTEE

Your Nominating Committee met on September 5th to carry out its responsibilities. Members of the Committee are: Dr. John Griffin, Mr. J. Bill Becker, Mr. Donald Hollowell, Mrs. Vivian Carter Mason, and Mrs. Jane Schutt. All were present.

As with the Nominating Committee of last year, we believe this year's Committee's report will show that we have attempted to reflect the wishes of the Members as reflected in your deliberations last year and in your other communications to us. Again, this year nominations for membership have attempted to take into account race, sex and geography, as well as other considerations. We have applied that same criteria in selecting our nominees for the Executive Committee. (In fact, this year, should this report be approved by you, there will be a change of approximately 30% in the make-up of the Executive Committee.)

The Committee very reluctantly accepted the statement of Mr. John Wheeler, who has served most ably as our President for five years, that he did not wish to stand for re-election. We express our gratitude for the outstanding leadership he has given us. Our one consolation in loosing Mr. Wheeler is that we are prepared to offer in nomination for president a gentleman who will, we believe, continue the tradition of strong leadership and integrity which has been shown by Mr. Wheeler and our other presidents.

Also, with great reluctance, we accepted the resignation of Mr. Paul Christopher, who indicated to us that because of doctors orders it was necessary to severely curtail his activities. We note that, like Mr. Wheeler, Mr. Christopher has long given support to the Council and is one of our true pioneers.

Our nominations for the officers, members of the Executive Committee, re-election of members whose terms expire this year, new members of the Council and the 1970 Nominating Committee are as follows:

PRESIDENT	-	Dr. Raymond M. Wheeler
VICE-PRESIDENTS	-	Mr. Frank Smith Dr. C. G. Gomillion Dr. Lucius H. Pitts Miss Josephine Wilkins
EXECUTIVE COMMITTEE	-	Mr. John H. Wheeler Mr. James M. Dabbs Mr. Julius L. Chambers Dr. Vivian W. Henderson Mr. McNeill Smith Dr. H. Franklin Williams Mr. Marion A. Wright Mr. Henry Marsh Mrs. Joan Cashin Mr. James Youngdahl Mr. Donald L. Hollowell
MEMBERS RE-ELECTED TO CLASS OF 1973	-	Mr. J. Bill Becker (Ark.) Dr. Luther H. Foster (Ala.) Dr. C. G. Gomillion (Ala.) Dr. John A. Griffin (Ga.) Mr. Joseph F. Haas (Ga.) Miss Ruth L. Harvey (Va.) Mr. Donald L. Hollowell (Ga.)

Members Re-elected to
Class of 1973 (continued)

Dr. Guy B. Johnson (N.C.)
Miss Barbara Jordan (Tex.)
Dr. Lucius H. Pitts (Ala.)
Dr. Hollis F. Price (Tenn.)
Mrs. Tom Ragland (Tenn.)
Mr. Claude Ramsay (Miss.)
Mr. David H. Scull (Va.)
The Rev. Kelly M. Smith (Tenn.)
Mr. McNeill Smith (N.C.)

NEW MEMBERS -

Mr. Hodding Carter, III
Editor, Delta Democrat-Times
Greenville, Mississippi

Mrs. Paul S. Darien
Civic leader
Jackson, Mississippi

Mr. Howard Lee
Mayor
Chapel Hill, North Carolina

Dr. John Monro
Educator
Birmingham, Alabama

Dr. Ray Marshall
Economist
Austin, Texas

Mr. William Thomas Mason, Jr.
Attorney
Norfolk, Virginia

Mrs. C. Bette Wimbuse
Attorney
St. Petersburg, Florida

Mr. Earl Johnson
Attorney
Jacksonville, Florida

Dr. Martin Brooks
Physician
Pembroke, North Carolina

New Members (continued)

Dr. James Lawson, President
Fisk University
Nashville, Tennessee

Mr. Fred Gray
Attorney
Montgomery, Alabama

The Reverend C. K. Yarber
Civic leader
Texarkana, Arkansas

Mr. E. H. Gadsden
Attorney
Savannah, Georgia

1970 NOMINATING COMMITTEE - Mrs. Helen Mervis
New Orleans, Louisiana

Dr. C. H. Thomas, Jr.
Orangeburg, South Carolina

Mrs. Jane Schutt
Jackson, Mississippi

Respectfully submitted,

John A. Griffin, Chairman
J. Bill Becker
Donald Hollowell
Vivian Carter Mason
Jane Schutt

ATTACHMENT 2

REPORT OF THE EXECUTIVE DIRECTOR
to the
SOUTHERN REGIONAL COUNCIL ANNUAL MEETING

November 5, 1969

Mr. President, Mr. Chairman, distinguished members of the Council, staff and guests.

Perhaps as a sign of age, though certainly not one of mellowing, it becomes increasingly difficult each year to prepare this report for you. It is easy and routine to report on those easy and routine events of the year. It is hardly easy to give you a real report.

The Council was founded in 1944. Ten years later we witnessed the historic Brown decision of the Supreme Court. It was a time of victory. Twenty years later we were in the midst of the "civil rights movement of the South." It was a magnificent movement, the sit-ins were several years old, it was the era of "redemptive love," it was the era of Selma, the Mississippi summer, the new civil rights legislation just passed and of that soon to come.

This now is our twenty-fifth anniversary. Where are we now, and against what backdrop is this report presented?

We will have on the one hand this year expended more money with more program and more staff than at any time in the Council's history. And, the same, until recently, could be expected for next year. Yet, because of Congressional action on "tax reform" we face punitive legislation that may severely restrict our operation

and our opportunities to serve the public good. It may also require that we, in time, actually relinquish funds which we already have committed. This issue is so important that it is placed on the agenda of this meeting for your consideration later this afternoon.

We meet against the backdrop of division, not unity. There are strong currents in the nation -- and in the region -- that look with disfavor and sometimes fear on any further efforts at social change. There continues to be a rising resentment among blacks against the whole of the white society and any further efforts to merge our society into one unified whole. (Even on our staff we have reflected this year those fears, those angers, this questioning of black vs. white. While we operate, and operate as one, there probably has never been a time in the Council's history when race was such a factor of immediate consciousness.)

Most important of all, we meet against a backdrop of a national thrust, led by the Administration and the Congress, to look white, look middle-class, speak of "law and order," and gloss over the terrible problems and tragedies of this society. We are a non-partisan organization (we are a genuine non-partisan organization), but we do not and cannot have our heads in the sand. It would be criminal of us not to note the direction -- or lack of direction -- which is being given by so much of our political leadership. We face not only the frustration of not continuing

to meet and resolve our deep social and economic problems; we face the crisis of having those problems go unnoticed, as a matter of official policy.

I am now confident that every agency of the federal government with which we deal is not only failing to keep what little momentum we had achieved, they are all in actual retreat. This is a strong statement, and I say it only after careful thought. And, when the word retreat is used I believe it applies appropriately to <u>every</u> agency from the Office of Economic Opportunity to the Bureau of the Census. For these, as well as other reasons, I believe we are headed toward not just a period of regression but toward a period of national crisis.

These are matters to be recognized if we are to contribute to the future of the Southern Regional Council, which has earned honor for itself and good for the nation during its distinguished twenty-five years. In short, while all is not gloom, these are hardly the best of times.

There will be, as is customary, a detailed report to you early next year on our activities for 1969. However, there are three outstanding developments which I should like to mention at this time.

During the year the Voter Education Project, by far our largest project, has substantially increased its service role -- especially in assisting newly elected black officials. We continue

a strong interest in voter registration and continue to provide funds and other assistance toward that end. However, there are well over 500 blacks holding elective office in the Southeast and the number is growing daily.

We feel that the success of these newly elected officials, and their effectiveness, is a major key to the future of democracy in the region. This is, for that matter, of vital importance to the nation.

Our plans to create and support service centers in four Deep South states have now been implemented. There are at Southern University in Louisiana, Tougaloo in Mississippi, Miles and Talladega Colleges in Alabama, and Clark College in Georgia, staffed and funded centers to provide a broad range of services to newly elected officials. (These services are not limited to newly elected, not to black, officials. However, because of the need and the importance, the first priority of these centers for some time will, of necessity, be that of providing assistance to the newly elected black official.

Incidentally, the matter of voter registration and particularly the Council's Voter Education Project has been a subject of much discussion before the Congress in the deliberations over "tax reform." The bill as now worded, might well -- as we shall discuss later today -- be severely

restrictive on the project as well as on all of our operations. But, we feel it not unimportant that the League of Women Voters Education Fund and the Council's Voter Education Project were the two agencies cited in the report of the Ways and Means Committee of the House as examples of those who should be allowed to engage in voter registration. This citation -- based on substantial information which the Ways and Means Committee had available to it -- is further proof both of the wisdom and the success of the integrity of this important project in attempting to truly contribute to the democratic process without partisan or political bias. That much of the report on VEP was written several weeks ago. Now I should like to add that we were, for this and other reasons, completely caught off guard when on October 27th the Senate Finance Committee added to their version of the bill the propositions that no voter registration work under any circumstances could be supported by tax-exempt funds. The Finance Committee consists of seventeen members. All voted on this issue. The vote was 13 to 4 out of 17 United States senators, 13 took the position that non-partisan encouragement of voter registration -- the process of bringing the minorities and the poor into the democratic process -- was not sufficiently in the public good to enjoy the sanction of tax-exemption. Universities, symphonies and museums as well as Williamsburg are, of course.

The 13 senators who voted this proposition represent the epitome of success in the elective process. By their vote they moved the concept of democracy and spoke to their fears of facing the full electorate. The chairman of that Committee was there to represent the oil interests of Louisiana. No one from Louisiana was there to represent the interests of the black people of that state.

Needless to say, I believe Vernon Jordan, project director, and his most capable staff, deserve your highest commendation.

(Relative to that observation, we do not intend for this to be a meeting where the Members of the Council are talked to and reported to ad nauseum. This is as it should be and, therefore, this report will be brief. But, I do have the most sincere regret that this necessary limitation prevents me from citing, by name, all those on the staff who are most deserving of public recognition while you are assembled.)

The second major development during the year has been the creation of the Council's Center for Resources Development. You will recall last year at the Annual Meeting, there were strong sentiments expressed in behalf of the Council expanding its role in economic and human development. Our new Center is partially a result of this and is, I trust, proof to you that every effort is made by the Executive Committee and the staff to implement decisions reached at these Annual Meetings.

At present, a total of approximately $180,000. is committed to the Center, and we hope this can be substantially expanded. (I am confident that we could already have been well along in that expansion except for the threat to foundations and private agencies which has been raised by the Congress during the year.) Nevertheless, finding more funds and staff and a center director shall be our first priority during the remainder of the year and in 1970.

In terms of interest areas and personnel, the Center now consists of our Urban Planning Division, Moreland Smith and Arthur Campbell; of the Community Organization Division, John Lewis and Stanley Alexander; of the Manpower and Labor Education Division, Emory F. Via; and of the Leadership Project, Reese Cleghorn and Mrs. Katharine Griffith.

Administratively, the Center's professional staff meets on a weekly basis with the editorial, research and Voter Project divisions of the Council represented, and with the Executive Assistant serving as liaison. This administrative re-adjustment and the bringing together of diverse and highly talented interests is already paying a dividend in results. While I am confident that much more can and will be done as new resources and staff are found, I am equally confident that this better utilization of existing resources is, in itself, of major significance.

The third area of this report is not of new developments, though there are new thrusts within it. This is to refer to our research and information work.

We are, on an experimental basis, issueing the monthly, South Today, edited by Reese Cleghorn and Kitty Griffith. Reaction to the first issues, with a circulation of approximately 11,000, has been encouraging and we are now seeking funds to continue this publication.

Time will not allow me to detail specific publications or studies, though I very much hope you will read the detail of our year-end report. Perhaps I can simply summarize by stating that this year's publication program, and the activities related to it, have been both our most ambitious and our most effective. I salute those who have contributed to them.

Tonight, I hope and believe, will be one of the highlights of this year's meeting. In addition to the fellowship at our Annual Dinner, and the granting of several awards of significance, our speaker will be Leslie W. Dunbar. (Quite frankly, for several months we had hoped that Chief Justice Earl Warren would be our speaker and, in my opinion, nothing would have been more appropriate than to have the Council honor this great jurist. This did not work out, and very late in the year we were faced with the task of asking a "substitute." I do not believe Leslie Dunbar would

object to my reporting this, for he accepted graciously and I believe we are fortunate for two reasons.

One, the Field Foundation is one of our oldest and most loyal supporters; an act of courage once, and an act of faith now. Through its director we should recognize this courage and this continued belief in the Southern Regional Council, especially now when a unique and valuable partnership in the private sector is threatened. For that reason, I hope the public part of the meeting will not go unnoticed.

Secondly, the immediate past-director of the Council will speak after he is introduced by the man who directed the Council before him, Harold Fleming. And, in the audience will be the Council's first director, Guy Johnson, now a distinguished and valuable member of the board.

Perhaps it is a private prejudice -- though I think not -- that we need this sense of continuity, this reminder of long, as well as honorable, commitment. One can grow old, mature and sensitive. Like an individual, the Council is a living thing -- responding from experience and not reflex.

It is vital for us now to make this distinction. Our dinner this evening will be symbolic of that continuity and will, I am confident, add a dimension to our thinking for the future. The members of the Council must, especially in their

deliberations tomorrow, contribute to the substenance of our present and our future.

In beginning this report I spoke rather pessimistically of the environment in which we now meet and of some of the dangers we face. These are times when it would certainly be foolish to speak optimistically of the immediate future, but because of these times it would be even more foolish to be so pessimistic that, for all purposes, either an individual or an agency would cease to try because the times were hard. We have seen other times when the environment was hostile, and our response has been an even stronger determination to work harder and be more effective. I can assure you that on the part of this staff this is our response. Whatever the so-called "climate," whatever the drift of the nation, whatever the tensions of our people, there is a Southern Regional Council, and there shall be one.

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SOUTHERN REGIONAL COUNCIL
ANNUAL MEETING - November 5-6, 1969

SINGLES

1.	Mr. Elijah Coleman - Ala.	November 5
2.	Mrs. Helen Mervis - La.	November 4 and 5
3.	Mr. Baxton Bryant - Tenn.	November 5 and 6
4.	Mr. Leslie W. Dunbar - N.C.	November 5 + 6 (confirmed 11/4/69)
5.	Mr. Harold C. Fleming - Wash.	November 5
6.	Mrs. Emily Y. Barefield - Fla.	November5
7.	Mr. George Esser - N.C.	November 5
8.	Dr. William Townsend - Ark.	November 4, 5, 6
9.	Mr. J. Bill Becker - Ark.	November 5
10.	Mrs. Mary E. Sand - La.	November 5
11.	The Rev. Philip R. Cousin - N.C.	November 5 and 6
12.	Mr. Paul R. Christopher - Tenn.	November 4, 5, and 6
13.	~~The Rev. Brooks Hays~~ - Ala. Change to Double 11/3	November 5
14.	Mrs. John Cashin - Ala.	November 5
15.	Mr. Marion A. Wright - N.C.	November 4 and 5
16.	Mr. J. A. Parker - Ala.	November 4, 5, and 6
17.	Mr. Walter Clancy - Ark	November 4 and 5
18.	Dr. Albert W. Dent - La.	November 4 and 5
19.	Dr. Ralph Mason Dreger - La.	November 4 and 5
20.	The Rev. Kelly Miller Smith - Tenn.	November 4 and 5
21.	Mr. John W. Walker - Ark.	November 4 and 5
22.	Mr. John H. Wheeler - N.C	November 5

Miami Chapel Hill

23. Mr. David Scull - Va. November 5, and 6

24. Fr. Alexander O. Sigur - La. Cancelled November 4, 5, and 6

25. ~~Mrs. Frances E. Coe - Ala.~~ November 5

Cancel - 11/3/69

DOUBLES

1. Mr. & Mrs. Martin Harvey - Miss November 4, 5, and 6

2. Dr. and Mrs. Edward Haddock - Va. November 5 and 6

3. Dr. & Mrs. Raymond M. Wheeler - N.C. November 4, 5, and 6

4. Mr. and Mrs. James Youngdahl - Ark. November 4, 5, and 6

5. The Rev. and Mrs. Caxton Doggett Ga. November 4, and 5

6. Mr. and Mrs. James Dabbs - S.C. November 4 and 5

7. Mr. and Mrs. Julius Chambers - N.C. November 4 and 5

8. Mr. and Mrs. James R. Stokely - Tenn. November 4 and 5

9. Mr. and Mrs. Bradford Ansley - Fla. November 4, 5, and 6

10. Dr. and Mrs. C. G. Comillion - Ala. November 4 and 5

11. Mr. and Mrs. Herbert Davidson - Fla. November 4, 5, and 6

12. Rabbi and Mrs. Chas. Mantinband S Tex. November 4, 5, and 6

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PROPOSED AGENDA

25th Annual Meeting of the Southern Regional Council
Atlanta, Georgia
November 5 - 6, 1969

NOVEMBER 5

10:00 A.M. Executive Committee Meeting*

12:30 P.M. LUNCH

Introduction of New Members

2:00 P.M. FIRST GENERAL SESSION

Report of the Executive Committee
Dr. Raymond M. Wheeler

Report of the Executive Director
Mr. Paul Anthony

Discussion of Reports by Members

3:30 P.M. Report on Proposed "Tax Reform" Legislation

4:00 P.M. EXECUTIVE SESSION
(Staff on Call)

Report of the Nominating Committee

Nomination of Life Fellows

Confirmation of Executive Director, Secretary-Treasurer, and Legal Counsel

Action on By-Laws Changes

Other Business

5:00 P.M. SECOND GENERAL SESSION

Discussion of the Proposed Budget for 1970

Action of the Council on Budget

*Executive Committee members only.

5:30 P.M. ADJOURNMENT

7:00 P.M. RECEPTION

7:30 P.M. ANNUAL DINNER

Presentation of George S. Mitchell
and Lillian Smith Awards

Introduction of Speaker - Mr. Harold C. Fleming
President
Potomac Institute, Inc.

Address - Dr. Leslie W. Dunbar
Executive Director
The Field Foundation, Inc.

NOVEMBER 6 THIRD GENERAL SESSION

Theme: Do We Face a Second Post-Reconstruction?

9:30 A.M. Introduction of Theme
Mr. Julius L. Chambers
Mr. James Youngdahl

Panel Discussion

Presentation of Draft Statement

Council Discussion

12:00 NOON LUNCH

Introduction of Speaker

Presidential Address - Mr. John H. Wheeler

2:00 P.M. EXECUTIVE SESSION
(Staff on Call)

Action on Nominating Committee Report

Action on Life Fellows

Other Business

2:30 P.M. FOURTH GENERAL SESSION

Action on SRC Policy Statement

Other Business

4:00 P.M. ADJOURNMENT

Annual Mtg - 1970

A G E N D A

of the

Annual Meeting of the Southern Regional Council

November 17-18, 1970

November 17

9:00 a.m.	Executive Committee Meeting
10:00 a.m.	Registration (Lower level of the Sheraton Biltmore Hotel)
11:00 a.m.	Opening of the Meeting Business Session Report of the Executive Committee Dr. Vivian Henderson, Chairman
12:15 p.m.	Lunch Report of the Executive Director
2:00 p.m.	First General Session Dr. Raymond Wheeler, Presiding
	Report on the present status of Voter Education Project, Inc. Mr. John Lewis, Director
3:15-5:00 p.m.	Small Group Sessions
7:00 p.m.	Reception (cash bar)
7:30 p.m.	Dinner
	Presentation of the George Mitchell Award
	Presentation of the Lillian Smith Award
	Address - The Honorable Louis Stokes Congressman, 21st District of Ohio

November 18

9:00 - 9:30 a.m.	Executive Session (Members and Life Fellows only)
9:30 - 10:45 a.m.	Small Group Sessions
11:00 - 12:30 p.m.	Small Group Sessions
12:45 - 2:00 p.m.	Lunch
	Address of the President Dr. Raymond Wheeler
2:15 - 5:00 p.m.	Final General Sessions

NOTE: At 5:30 p.m., at their request, there will be a meeting of staff and members of the State Councils on Human Relations. All present at the SRC meeting are invited to attend as observers.

PROGRAMS

CONCERNS

ALTERNATIVES

The following, in very brief outline form, is an indication of our current and proposed programs, an indication of some of the questions and problems we have with them, and some of the alternatives that deserve consideration. It is prepared for the information of the Members prior to their discussion of Council affairs on November 17-18.

In this outline we are underscoring "problems" of our several programs. We believe these need exploration and attempt here to focus on them. In considering them, however, we urge you also to read the report of current programs which partially illustrate the productivities of these activities.

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INFORMATION-RESEARCH & PUBLICATIONS:

Finances:

Problem: How to meet a growing demand for our publications with limited income and rising costs.

Alternatives:

(1) Change our policy of wide free distribution.

(2) Create an "associate member" category at $20.00 per year. (See also Policy)

New South:

Problem: (1) How to increase circulation.

(2) How to use more black writers.

(3) Should state roundups be reinstated?

Alternatives:

(1) No significant suggestions to offer.

(2) Do we enter more seriously into programs to promote and encourage black writers?

(3) If the roundups are valuable is there a better - or less expensive way - to distribute them? Should space for some articles be turned over to the roundups?

Other: Comments on the contents.

INFORMATION-RESEARCH & PUBLICATIONS:

South Today:

Problems: (1) Should the circulation of 16-18,000 be expanded?

(2) How can we finance present and expanded costs?

Alternatives:

(1 & 2) Establish a fixed and rather sternly imposed subscription fee.

Other: Comments on the content.

Information & Research:

Problems: A limited staff (3) of research associates to respond to a growing member of serious requests for information and research.

If this function of a priority that calls for expansion in light of a limited budget and other program priorities?

Alternatives:

(1) Restrict the number of inquiries responded to.

(2) Increase the staff.

(3) Charge for the service.

Problem: We know our research is pertinent. What areas are being ignored that should not be?

Alternatives:

A review of priorities.

INFORMATION-RESEARCH & PUBLICATIONS:

Information & Research:

Other: A review of our interests in sponsoring meetings of university related researchers - and others - to call on their resources and to assist them in their work.

A review of our relationship with the media.

THE RESOURCES DEVELOPMENT CENTER:
(except the Leadership Division)

Housing & Planning:

Problems: (1) How can a two person staff really have an affect on housing and planning in the region?

(2) Where is our impact likely to be the greatest, in urban or in rural and small town areas?

Alternatives:

(1) Attempt to affect policy rather than offer the services of an architect and a planner to groups and communities that want them.

(2) Concentrate on a few important geographic areas which may later be important to regional and national policy in housing and planning.

(3) Consider increased research related to housing and planning, and the policies and effectiveness of the several federal agencies working in these areas.

THE RESOURCES DEVELOPMENT CENTER:

Community Organization:

Problems: (1) How can one professional person be most effective?

(2) Do we expand? If so, into what areas?

(3) Should our primary objective be to influence broad social policy or should it be to provide technical assistance to emerging self-helf economic oriented groups?

Alternatives:

(1) Determine the matter of expansion in light of all of the priorities of SRC.

(2) We may determine to continue our emphasis almost exclusively on black community organization.

(3) We may determine to expand to a specific interest also in white poverty, the rationale being to deal with all of the problem - and to remove a racial identity from the existence of poverty.

Manpower and Labor:

Problems: (1) Should we attempt to have a two person staff? One would concentrate on manpower problems and the other would offer educational services to unions.

THE RESOURCES DEVELOPMENT CENTER:

Manpower and Labor:

(2) What are some of the ways of increasing the effectiveness of efforts to end employment and training discrimination?

Alternatives:

(1) Continue to combine the two interests in one person plus using some of the time of the RDC director in these fields. Discontinue one area unless funds and personnel are available.

(2) Utilize some of the more basic research now available for more popular dissemination and as the basis for new interagency strategies.

Leadership Division:

(See "Information, Research and Publications" and "Policy, Administration and Future Programs.")

FUTURE PROGRAMS:

Public Education:

Question: Is this now a crucial area in which the Council should be doing more? If so, what can we best do?

Health Care Services:

Question: This is a complicated field in which the Council has done little. Many needs now being discussed require legislation which the Council cannot promote legally. What then, if anything, can we do?

THE RESOURCES DEVELOPMENT CENTER:

Manpower and Labor:

(2) What are some of the ways of increasing the effectiveness of efforts to end employment and training discrimination?

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Leadership Division:

(See "Information, Research and Publications" and "Policy, Administration and Future Programs.")

FUTURE PROGRAMS:

Public Education:

Question: Is this now a crucial area in which the Council should be doing more? If so, what can we best do?

Health Care Services:

Question: This is a complicated field in which the Council has done little. Many needs now being discussed require legislation which the Council cannot promote legally. What then, if anything, can we do?

FUTURE PROGRAMS:

Assembly of Southern Leadership:

Comment: The Executive Committee has authorized this program to reach the emerging new and generally younger white and black leadership in the region, to expose them to each other and to the most pertinent issues of the day. Funding is now being sought (thus far unsuccessfully). What comments are there on how this program should be developed and what is its priority given all program considerations?

Creation of Associate Membership:

Comment: Some thought has been given to creating an "associate member" category (perhaps at $20.00 per year) for persons who wish to have some formal relationship to SRC. The purpose would be largely to raise funds from individuals. This is a significant departure from our present policy and needs serious deliberation.

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AGENDA

27th ANNUAL MEETING

Southern Regional Council

ATLANTA SHERATON-BILTMORE HOTEL

November 17 - 18, 1970

A G E N D A

SOUTHERN REGIONAL COUNCIL, INC.

ANNUAL MEETING

November 17-18, 1970

* * * * * * * * *

November 17

9:00 A.M.	-	Executive Committee Meeting
10:00 A.M.	-	REGISTRATION (Lower Level - Seminar Theater)
11:00 A.M.	-	OPENING SESSION - BUSINESS Report of Executive Committee Dr. Vivian Henderson, Chairman
12:15 P.M.	-	LUNCH - GEORGIAN BALLROOM Report of the Executive Director Mr. Paul Anthony

2:00 P.M.	-	FIRST GENERAL SESSION Dr. Raymond Wheeler, Presiding Report on present status of the Voter Education Project, Inc. Mr. John Lewis, Director
3:15 - 5:00 P.M.	-	SMALL GROUP SESSIONS Seminar Theater & Seminar Rooms A & B, C & D
7:00 P.M.	-	COCKTAILS (Cash Bar) (Hotel Foyer of Georgian Ballroom)
7:30 P.M.	-	ANNUAL DINNER (Georgian Ballroom)

November 18

9:00 A. M.	-	Executive Session (Lower Level - Seminar Theater) (Members and Life Fellows Only)
9:30 - 10:45 A. M.	-	SMALL GROUP SESSIONS Seminar Theater & Seminar Rooms ~~A & B~~, ~~C & D~~ (?) Room 3 Mez. Texas Room 10th
11 - 12:15		
12:45 - 2:00 P. M.	-	LUNCH - EMPIRE SUITE Address of the President Dr. Raymond M. Wheeler
2:15 - 5:00 P. M.	-	FINAL GENERAL SESSIONS

NOTE: At 5:30 P. M., at their request, there will be a meeting of staff and members of the State Councils on Human Relations. All present at the SRC meeting are invited to attend as observers.

REPORT OF THE 1970 NOMINATING COMMITTEE

Your Nominating Committee met on October 15th to carry out its responsibilities. Members serving on the 1970 Committee were: Mrs. Jane Schutt, Chairman, Mrs. Helen Mervis, Mrs. Helen Howard, Mr. Robert Palmer, and Dr. Herman Long. All were present other than Mrs. Howard who could not attend because of illness.

The following are the nominations of the Committee:

President:	Dr. Raymond M. Wheeler
Vice Presidents:	Miss Josephine Wilkins Mr. Frank Smith Dr. C. G. Gomillion Dr. Lucius H. Pitts
Members of the Executive Committee:	Dr. Vivian W. Henderson, Chairman Mr. Hodding Carter, III Mrs. Joan Cashin Mr. Julius L. Chambers Mrs. Patt Derian Mr. Donald L. Hollowell Mr. Henry Marsh Mr. Robert Palmer Mr. John H. Wheeler Mr. H. Franklin Williams Mr. James Youngdahl Mr. Joseph Haas, Legal Counsel
For Re-election to the class of 1974:	Mr. Julius L. Chambers Charlotte, N. C. Mr. Edward E. Elson Chamblee, Ga. Dr. Edward E. Haddock Richmond, Virginia

For Re-election to
the class of 1974:

Mrs. Martin L. Harvey
Jackson, Mississippi

Dr. Vivian W. Henderson
Atlanta, Georgia

Mr. Harry Huge
Washington, D. C.

Mr. Earl Johnson
Jacksonville, Florida

Mr. Henry Marsh
Richmond, Virginia

Mr. William T. Mason, Jr.
Norfolk, Virginia

Dr. Samuel Nabrit
Atlanta, Georgia

Mr. J. Allen Parker
Tuskegee, Alabama

Rabbi Jacob Rothschild
Atlanta, Georgia

The Rt. Rev. Msgr. Alexander Sigur
New Orleans, La.

Dr. Vasco A. Smith
Memphis, Tennessee

Mr. James Stokely
Newport, Tennessee

Dr. William H. Townsend
Little Rock, Arkansas

New Members:

Mrs. Anna Rubin
Sumter, South Carolina

Mr. Herbert Fielding
Charleston, South Carolina

New Members Continued:

Mrs. Edith Dabbs
Mayesville, South Carolina

Mrs. Millie Charles
New Orleans, Louisiana

Dr. Aaron Shirley
Jackson, Mississippi

Mr. Henry Lambert
New Orleans, Louisiana

Mrs. Eva Clayton
Warrenton, North Carolina

Dr. Gary Lloyd
New Orleans, Louisiana

Respectfully submitted,

Mrs. Jane Schutt, Chairman
Mrs. Helen Mervis
Mr. Robert Palmer
Dr. Herman Long
Mrs. Helen Howard

SOUTHERN REGIONAL COUNCIL

Operating Budgets and Income Forecast - 1971
(Proposed)

SYNOPSIS

GENERAL OPERATIONS		
Budgeted	$304,650.00	
Committed or expected	181,000.00	
Balance to be raised		$123,650.00
SPECIAL PROJECTS		
Budgeted	554,000.00	
Committed or expected	335,000.00	
Balance to be raised		219,000.00
Total Budgeted:	858,650.00	
Total Committed:	516,000.00	
Total Balance to be raised:		342,650.00

GENERAL OPERATIONS - 1971

ITEMS	1971	1970
Salaries	$ 172,000	$ 190,000
Social Security	8,000	9,000
Travel	12,000	12,500
Telephone & Telegraph	11,000	11,000
Executive Committee, Special Council & Annual Meetings	14,000	13,000
Books, Subscriptions, Research Materials	3,000	4,000
Office Supplies, Equipment & Maintenance	12,000	11,000
New South, Postage and Fees	5,500	5,500
Postage, General	11,000	9,000
Printing	2,000	2,000
Rent	13,350	13,350
Accounting	6,000	3,000
Insurance		
General	1,800	1,500
Staff Benefits	17,000	20,000
Miscellaneous	6,000	3,000
Reserve & Contingency	10,000	15,000
TOTALS	$ 304,650	$ 322,850

Total Budgeted, General Operations	$ 304,650
Committed or expected	181,000
Balance to be raised	$ 123,650

SPECIAL PROJECTS - 1971

	BUDGETED	COMMITTED OR EXPECTED	BALANCE TO BE RAISED
Grant-In-Aid			
State Councils on Human Relations	$ 60,000	$ 60,000	
Information & Research (other than general operations salaries)			
Printing	80,000	50,000	
Editorial	20,000	15,000	
Research & Consultative Services	56,000	56,000	
Totals	156,000	121,000	$ 35,000
Resources Development Center			
Office of the Director	37,000	- 0 -	
Leadership Division	51,000	40,000	
Manpower & Labor Division	52,750	32,750	
Community Organization Division	41,250	41,250	
Housing & Planning Division	40,000	40,000	
Southern Assembly	56,000	- 0 -	
Public Education Division	30,000	- 0 -	
Health & Medical Services Division	30,000	- 0 -	
Totals	338,000	154,000	184,000
TOTAL SPECIAL PROJECTS - 1971	$ 554,000	$ 335,000	$ 219,000

Ruth Howard
115 including Spouses

ANNUAL DINNER - 1969

1 Mr. E. L. Abercrombie — accepts
Laundry Workers Union
157 Forsyth Street, S. W.
Atlanta, Georgia 30303

Mr. + Mrs Alden Eddy Accept

2 Mr. and Mrs. Ed. A. Albright
2150 Monterey Drive, N. W.
Atlanta, Georgia 30318

3 Mr. and Mrs. Harry Adley
Adley Associates
46 Fifth Street
Atlanta, Georgia 30308

4 Mr. and Mrs. Cecil Alexander
2322 Mt. Paran Road, N. W.
Atlanta, Georgia 30327

declines

5 Mr. and Mrs. Ronald Autry
Associated Press
10 Forsyth Street
Atlanta, Georgia 30303

6 Mr. and Mrs. Jack Boozer
837 Yorkshire Road, N. E.
Atlanta, Georgia 30306

7 Mrs. [redacted] Brayboy — Ella Mae — accepts
200 Chappell Road, N. W.
Atlanta, Georgia 30314

8 Mr. ~~John Boone~~
~~4261 Bakers Ferry Road, S. W~~
~~Atlanta, Georgia 30331~~

9 Miss Helen Bullard
199 11th Street, N. E.
Atlanta, Georgia 30309

10 Dr. and Mrs. Robert Bunner — accepts
3910 Randall Mill Road, N. W.
Atlanta, Georgia 30327 (Vernon Jordan)

11 Mr. Richard Chappell
Institute of Government
University of Georgia
Athens, Georgia 30601

12 Mr. and Mrs. Dale Clark
WAGA-TV
1018 West Peachtree Street, N. W.
Atlanta, Georgia 30309

13 Mr. and Mrs. C. Bron Cleveland — accept
Eric Hill Associates, Inc.
Suite 100, 75 8th Street, N. E.
Atlanta, Georgia 30309

14 Mr. William Clitheroe
International Asso. of Machinists
Room 808 Glenn Building
120 Marietta Street, N. W.
Atlanta, Georgia 30303

15 Miss Susan Bresler
848 Myrtle Street, NE — accepts
Atlanta, Georgia 30308

16 Miss Louise Cole
848 Myrtle Street, NE — accepts
Atlanta, Georgia 30308

17 Mr. and Mrs. Clarence Coleman
99 Burbank Drive, NW
Atlanta, Georgia 30314

18 Mr. and Mrs. Noyes Collinson
1113 Moores Mill Road, N. W.
Atlanta, Georgia 30327

19 Mr. and Mrs. Calvin Cox — accepts
Atlanta Journal
10 Forsyth Street, N. W.
Atlanta, Georgia 30303

20 Mr. and Mrs. Charles E. Crowder
4135 Cascade Road, S. W.
Atlanta, Georgia 30331

21 Miss Connie Curry — accepts 4/3
2230 Cheshire Bridge Road, NE
Atlanta, Georgia 30324

22 Mr. and Mrs. Michael Davis
The Atlanta Inquirer
787 Parsons Street, S. W.
Atlanta, Georgia 30314

23 Mr. Guy Dickinson
Retail Wholesale and Department Store Union
~~1014 Edgewood Avenue, NE~~
Atlanta, Georgia 30307

24 Mr. A. R. Dreisbach, Jr. — accepts
1243 North Avenue, NE
Atlanta, Georgia 30307

Annual Dinner - 1969 -- 2.

25 Rev. and Mrs. Edward Driscoll
697 Park Lane
Decatur, Georgia 30033

26 Mr. and Mrs. Elmo Ellis
WSB Radio
1601 W. Peachtree Street, NE
Atlanta, Georgia 30309

27 Miss Winifred Green
354 Ninth Street, N. E.
Atlanta, Georgia 30309

28 Mr. Talmadge Fowler
2025 Peachtree Road, NE, Apt. 745
Atlanta, Georgia 30309

29 Miss Virginia Frank accepts
3320 N Street, N. W.
Washington, D. C 20007

30 Mr. and Mrs. De Jongh Franklin
1585 West Paces Ferry Road, N. W.
Atlanta, Georgia 30327

31 Miss Pat Franklin
35 Rockmart Drive, NW
Atlanta, Georgia 30314

32 Mrs. Harry M. Gershon declines
1336 Harvard Road, NE
Atlanta, Georgia 30306

33 Mr. and Mrs. Jim Giltmire
WBS-TV
1601 W. Peachtree Street, NE
Atlanta, Georgia 30309

34 Mr. and Mrs. Thomas H. Goolsby
Business Week
McGraw Hill
1375 Peachtree ~~Road~~ Street, NE
Atlanta, Georgia 30309

35 Mr. Herbert Green
United Automobile Workers
of America
1776 Peachtree Street, NW
Atlanta, Georgia 30309

36 Mr. ~~Al Gross~~ Mrs. Morton Shapiro ~~accepts~~ accepts
A.F.S.C.M.E.
1627 Peachtree Street, NW
Atlanta, Georgia 30309

37 Miss Florence Harris
266 Maxwell Street
Decatur, Georgia 30030

38 Mr. ~~Robert Hey~~ (Leon W. Lindsay) accepts
Christian Science Monitor
Healey Building
Atlanta, Georgia 30303

39 Mr. and ~~Mrs. Jesse Hill~~
731 Lynn Circle, S. W.
Atlanta, Georgia 30311

Mr. William Howland
Landmark Apartments
215 Piedmont Avenue, NE
Atlanta, Georgia 30312

40 Rev. and Mrs. Clifton Hoffman
470 Chelsea Circle, NE
Atlanta, Georgia 30307

41 Mr. and Mrs. Robert Hughes
Community Relations Service
Old Post Office Building
Atlanta, Georgia 30303

42 Mrs. Ruby Hurley
Regional Director
NAACP
859½ Hunter Street, NW
Atlanta, Georgia 30314

43 Mr. and Mrs. Andrew Jaffe
Newsweek
912 Healey Building
57 Forsyth Street
Atlanta, Georgia 30303

44 Mr. and Mrs. Boisfeuillet Jones
2031 Golf View Drive, NW
Atlanta, Georgia 30309

45 Mr. and Mrs. Irving Kaler
145 S. Johnson Ferry Road, NE
Atlanta, Georgia 30319

46 Mr. and Mrs. E. T. Kehrer
~~Anderson Road~~
Austell, Georgia 30001

47 Mrs. M. L. King, Jr.
234 Sunset Avenue, NW
Atlanta, Georgia 30314

48 Mr. and Mrs. Jim Landon
WSB Research Department
1601 W. Peachtree Street, NW
Atlanta, Georgia 30309

Annual Dinner - 1969 -- 3.

49 Mr. and Mrs. Raphael B. Levine
6415 Bridgewood Valley Road, NW
Atlanta, Georgia 30308

50 Mr. and Mrs. James Mackay
1032 Clifton Road, NE
Atlanta, Georgia 30307

51 Mr. and Mrs. Sam Massell
2750 Wyngate, NW
Atlanta, Georgia 30305

52 Mr. and Mrs. William Peace
National Sharecroppers Fund
5 Forsyth Street, NW
Atlanta, Georgia 30303

53 Mr. Andre Moore
741 Carter Street, N. W., Apt. 8
Atlanta, Georgia 30314

54 Mr. and Mrs. Martin Morand
Southeast Regional Office
International Ladies Garment
Workers Union
457 Plaster Avenue, NE
Atlanta, Georgia 30324

55 Mr. and Mrs. Charles Morgan
820 Cardova Drive, N. E.
Atlanta, Georgia 30324

56 Mr. and Mrs. Charles Blackburn
1046 Maryland Avenue, NE
Atlanta, Georgia 30306

57 Mr. and Mrs. Judson Moses (Ann)
215 Piedmont Avenue, NE
Atlanta, Georgia 30312

58 Miss Eileen Muir
[redacted]

59 Mrs. ~~[redacted] Paschall~~ (Eliza) Monnier
1975 Westminster Way, NE
Atlanta, Georgia 30307

60 Mr. and Mrs. Harry A. Pfiffner
976 Peachtree Battle Circle, NW
Atlanta, Georgia30327

61 Mr. and Mrs. John Popham
Chattanooga Times
117 East 10th Street
Chattanooga, Tennessee 37401

62 Mr. and Mrs. Bruce Rosen
3851 Greenhill Drive
Chamblee, Georgia 30035

63 ~~Mr. and Mrs. Opie Shelton~~
~~280 Lake Forest Lane, NE~~
~~Atlanta, Georgia 30305~~

64 ~~Mr. and Mrs. Robert Sherrill~~
~~617 North Carolina Avenue, SE~~
~~Washington, D. C. 20003~~

65 Mrs. ~~Miss~~ Sara Sherrill
AFL-CIO Civil Rights Department
40 Marietta Street, NW
Atlanta, Georgia 30303

66 Miss Celestine Sibley
Atlanta Constitution
10 Forsyth Street, NW
Atlanta, Georgia 30303

67 Mr. William Allison
EOA Director
101 Marietta Street Building
Atlanta, Georgia 30303

68 Miss [redacted] c/o Dr. Gebber Vice Pres. State Univ. of N.Y. Stoney Brook, L.I. N.Y.
[redacted] NE
[redacted] 30309

69 Mr. Leonard Smith
National Sharecroppers Fund
5 Forsyth Street, NW
Atlanta, Georgia 30303

70 [redacted]
[redacted] 30030

71 Mrs. Ralph McGill
3399 Piedmont Road, NE
Atlanta, Georgia 30305

72 Mr. and Mrs. Jack Sutton
4206 Boling Drive
Forest Park, Georgia 30030

Annual Dinner - 1969 -- 4.

Janet Shortt
82 persons including spouses

1 Mr. J. Harley Thomas
Vice President
Southern Office
International Chemical Workers Union
Carnegie Building
133 Carnegie Way, NW
Atlanta, Georgia 30303

2 Mr. and Mrs. Robert A. Thompson
Assistant to the Director, HUD
1850 Penelope Road, NW
Atlanta, Georgia 30314

3 Mr. and Mrs. Joe Louis Tucker
974 Ashby Grove, S. W.
Atlanta, Georgia 30314

4 The Hon. Elbert Tuttle
101 Peachtree Circle, NE
Atlanta, Georgia 30309

5 Mr. T. H. Vincent
Director, District 7
United Packinghouse Whs.
353½ Luckie Street, NW
Atlanta, Georgia 30313

6 Mr. and Mrs. Horace Ward
361 Ashby Street, NW
Atlanta, Georgia 30314

7 Mr. and Mrs. Charles Weltner
33 Walker Terrace, NE
Atlanta, Georgia 30309

8 Mr. M. C. Weston, Jr.
Director
District 35
1776 Peachtree Street, NW
Atlanta, Georgia 30309

9 Mr. and Mrs. Arthur Whitaker
3390 Hazelwood Drive, SW
Atlanta, Georgia 30311

10 Mr. and Mrs. Roger Williams
Time Magazine
134 Peachtree Street, NW
Atlanta, Georgia 30303

Declined

11 Mr. and Mrs. Samuel Williams
836½ Fair Street, SW
Atlanta, Georgia 30314

12 Mr. and Mrs. Charles Wittenstein
1307 Briardale Lane, NE
Atlanta, Georgia 30306

13 Rev. and Mrs. Andrew Young
SCLC
334 Auburn Avenue, NE
Atlanta, Georgia 30303

new address

14 Mr. and Mrs. Tony Zillovich
International Brotherhood of Teamsters
2450 Lakewood Avenue, SW
Atlanta, Georgia 30315

15 Mr. and Mrs. Richard N. Hubert
2709 First National Bank Building
Atlanta, Georgia 30303

16 Mr. and Mrs. William Surich
2709 First National Bank Building
Atlanta, Georgia 30303

17 Mr. and Mrs. Hugh Gibert
2709 First National Bank Building
Atlanta, Georgia 30303

18 Mr. and Mrs. Richard Freeman
2709 First National Bank Building
Atlanta, Georgia 30303

19 Mr. and Mrs. Joseph Mire
NILE
1911 F Street, NW
Washington, D. C. 20006

Declined

Mr. and Mrs. Charles Prejean
Federation of Southern Coops
52 Fairlie Street, NW
Atlanta, Georgia 30303

accept +6

Rev.

21 Mr. and Mrs. Ralph Abernathy
SCLC
334 Auburn Avenue, NE
Atlanta, Georgia 30303

Annual Dinner - 1969 -- 5.

✓ Mr. + Mrs. T. M. Alexander, Sr.
1345 Hunter Road, NW
22 Atlanta, Georgia 30314

✓ Mr. R. Byron Attridge
Trust Company of Georgia Bldg.
23 36 Edgewood Avenue, NE
Atlanta, Georgia 30303

✗ Mrs. Sara Baker ~~Declines~~
24 938 Park Avenue, SE
Atlanta, Georgia 30315

✗ Mr. R. J. Butler Declines
250 10th Street, Room 202
25 Atlanta, Georgia 30309

✓ Mr. Robert Dobbs
2455 Abner Place, NW
26 Atlanta, Georgia 30318

✓ Mr. Hamilton Douglas
National Bank of Georgia Bldg.
27 40 Peachtree Street, NW
Atlanta, Georgia 30303

✓ Mr. + Mrs. Clarence G. Ezzard
245 Atlanta Avenue, SE
28 Atlanta, Georgia 30315

✓ Mr. and Mrs. Charles Hart
807 Commodore Drive, NW
29 Atlanta, Georgia 30318

✓ Dr. Robert E. Lee
Lutheran Church of the Redeemer
30 731 Peachtree Street, N. E.
Atlanta, Georgia 30308

✓ Mr. Rolland Maxwell
c/o Davison's
31 180 Peachtree Street, NW
Atlanta, Georgia 30303

✗ Mr. + Mrs. ~~Mrs.~~ Fred Patterson Declines
2959 Andrews Drive, NW
32 Atlanta, Georgia 30305

✓ Mr. M. O. Ryan, General Mgr.
Marriott Motor Hotel
33 Courtland and Cain Streets
Atlanta, Georgia 30303

✓ Mr. Jack Sells
1416 Hills Place, NW
34 Atlanta, Georgia 30318

✓ Mr. and Mrs. L. D. Simon accepts
23 Maury Avenue, SE
35 Atlanta, Georgia 30315

✓ Mrs. Mary Stephens
2840 Dearwood Drive, SW
36 Atlanta, Georgia 30315

✓ Mr. + Mrs. Dr. John Randolph Taylor accepts
Central Presbyterian Church
37 201 Washington Street, SW
Atlanta, Georgia 30303

✗ Mr. Jim Lindskoog Declines
Program Coordinator
38 1643 Briarcliff Road, NE
Atlanta, Georgia 30305 in Chicago working on thesis

✓ Mr. Frank Horton
1800 Memorial Drive, Apt. I-2
39 Atlanta, Georgia 30303

✓ Mrs. Carol Roberts
1017 Westview Drive, Apt. D-6
40 Atlanta, Georgia 30310

✓ Mr. Charles Williams No longer here
1800 Memorial Drive, Apt. I-2
41 Atlanta, Georgia 30317

1. Mr. + Mrs. William Pauley
943 Clifton Rd. N.E.

2. Mr. + Mrs. Thaddeus Olive Accepts
~~217 Peachtree Dr.~~ Road

3. Mr. + Mrs. Sidney Q. Jones Accept
1435 Wesley Rd. N.W

4. Mr. + Mrs. Robert Ivey
4047 North Stratford Rd. N.E.
Atlanta, Ga.

5. Mr. + Mrs. Paul Rilling Accepts
749 Peachtree St. N.E.

6. Mr. + Mrs. Stuart Lowenguth
3018 Buford Hi, #4 30329
Atlanta, Ga.

7. Mr. Leonard Haas (Rea)
Carnegie Bld.
Atl. Ga.

8. Mr. + Mrs. Edwin Stanfield
2801 Silvernoy Drive
Austin, Texas

9. Mr. + Mrs. Maynard Jackson
2920 Chenelle Lane S.E.

Atty. & Mrs. C. Daugherty (B. cook)
94 Jett Street, N.W.
Atlanta, Ga.

Dr. & Mrs. Vincent Harding (V. H)
201 Ashby Street, S.W.
Atlanta, Ga

~~Mr. & Mrs. Charles Atkinson~~ Accept
~~2698 Collier Drive N.W.~~
~~Atlanta, Ga.~~

Mr. & Mrs. Horace N. Baker (H. Baker Jr)
Tougaloo College accept
Madisonville, Tenn. 37354

~~Dr. & Mrs. Sam J. Carter (Lil Smith Recipient for Horace)~~

Dr. & Mrs C. H. Winkler Jr } Anthony
305 Memory Brook Cir } accept
Bir. Ala

~~Mr. Kenneth Clayton~~ } John Lewis
~~306 Cetico Dr. N.W.~~ }
~~Atl.~~

~~Mr. & Mrs. Wiley A. Branton~~ } ~~hand delivered~~ in 1969
Wash. DC.

~~Mr.~~

Mrs. Rusty Kitfield
Civil Liberties Union of Ga.
#5 Forsyth St. N.W.
Atlanta, Ga.

Mrs. Mary B. Jordan
698 East Ave. N.E.
Atlanta, Ga. 30312

(name of mother)

omit for time being

~~10. Mr. + Mrs. Rodney Cook (?)~~

11. Dr. + Mrs. Alexander McPhedrasy
1748 Vickers Circle } accept
Decatur, Ga.

12. Mr. + Mrs. Leon Eplan (accepts)
1 Bankdale Dr. N.E.

~~13. Mr. + Mrs. William Allison~~
~~239 Westlake Dr. N.W.~~

14. Dr. + Mrs. Benno Frank (accepts)
33 Moddoy Dr. N.E.

accepts 15. Mr. + Mrs. Bruce Graber (accepts)
1233 Carol Lane N.E.

16. Mr. + Mrs. ~~Chas.~~ Weltner
33 ~~Walker~~ Inv. N.E.

17. Dr. + Mrs. Don Bradley accept (Mrs. Kyle's guest)
938 Clifton Way N.E.

18. Miss Grace Lundy
Constitution

✓ Mr. + Mrs. William F. Roberts accepts
2119-C Coosawattee Drive N.E.
Atl. 30319

✓ Mr. + Mrs. Neslip Lee
Multi-Purpose Training Center
Atlanta University
Atlanta, Georgia } accept

✗ Mr. + Mrs. Richard Morgan
576 Ptree Battle Dr. N.W. decline
Atlanta, Georgia

✓ Mr. + Mrs. Jommy Walker
Longino + Porter
196 Marietta Street, N.W. } accepts
Atl. Ga.

✓ Mr. + Mrs. Myles G. Smith (at complex)
Eric Hill + Associates
~~8th~~ 8th + Ptree St. N.E.
Atl. Ga.

✓ ~~Mr. + Mrs. Robert Wheeler (Chap. Rooks)~~
~~1122 Crescent Ave, N.E.~~
~~Atlanta, Ga.~~

Press

PRESS LIST -- 1970 ANNUAL DINNER

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Mr. John Pennington
Miss Margaret Shannon
Mr. Walker Lundy
Mr. Paul Hemphill
Mr. Roy Blount
Mr. Calvin Cox
Mr. Jack Spalding
Mr. Harmon Perry

Edith Hills Coogler

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THE ATLANTA CONSTITUTION
Box 4689
Atlanta, Georgia 30302

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Mr. Hal Gulliver, Associate Editor
Mr. Terry Adamson
Mr. Phil Gailey
Mr. James Rankin
Mr. Harold Martin
Mr. Cliff Baldowski
Miss Celestine Sibley
Miss Grace Lundy

Yolanda de Myn (sp)

WALL STREET JOURNAL
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Mr. James Wooten
Mr. Jon Nordheimer

WASHINGTON POST-ATLANTA BUREAU
1st NATIONAL BANK BLDG.
ATLANTA, GA. 30303

Mr.Phil Carter

LOST ANGELES TIMES - ATLANTA BUREAU
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ATLANTA, GA. 30303

Mr. Kenneth Reich

THE ATLANTA DAILY WORLD
210 AUBURN AVE, N.E.
ATLANTA, GA.

Mr. W. A. Scott, Editor

THE ATLANTA VOICE
953 HUNTER STREET, N. W.
ATLANTA, GEORGIA 30314

Mr. J. Lowell Ware, Editor

THE ATLANTA INQUIRER
787 PARSONS STREET, S. W.
ATLANTA, GEORGIA 30314

Mr. Ernest Pharr, Editor

Mrs. Williams
(Ruth Kent Show)

THE GREAT SPECKLED BIRD
P. O. BOX 7946 - Station "C"
ATLANTA, GA. 30309

Mr. Howard Romaine
See Thursday

NEWSWEEK - 912 HEALEY BLDG.
ATLANTA, GEORGIA 30303

Mr. Joseph B. Cumming, Jr.
Mr. Henry Lieferman

TIME - 134 P'Tree ST. N. W.
RHODES-HAVERTY BLDG
ATLANTA, GEORGIA 30303

Mr. Roger Williams

WSB-TV - 1601 W. P'tree St., NE
ATLANTA, GEORGIA 30309

Mr. Tom Wassell
Mr. Elmo Ellis + Mrs.
Mr. & Mrs. Jim Giltmire

WAGA-TV - 1551 Briarcliff Rd. NE
ATLANTA, GEORGIA

Mr. Ray Moore
Mr. Emmanual Hall + Mrs.
Mr. Dale Clark

WRNG Radio -
3954 Peachtree Rd. N. E.
Atlanta, Ga.

Mr. Shelton Singer
Mr. Ben Baldwin

PRESS LIST -- 1970 ANNUAL DINNER -- 3.

CHARLOTTE OBSERVER
Charlotte North Carolina

Mr. Dwayne Walls

SOUTH CAROLINA BUREAU - CHARLOTTE OBSERVER
COLUMBIA, SOUTH CAROLINA

Mr. Jack Bass

REUTERS
10 FORSYTH STREET, N. W.
ATLANTA, GA. 30303

Mr. Tony Heffernan

Mr. Ray Jenkins
Alabama Journal
107 S. Lawrence Street
Montgomery, Alabama

Mr. & Mrs. John Popham
Executive Managing Editor
Chattanooga Times
117 East 10th Street
Chattanooga, Tennessee 37401

Mr. Norman Shavin
Editor, Atlanta Magazine
1004 Commerce Building
Atlanta, Georgia 30303

Mr. Roy Reed
1818 Upperline Street
New Orleans, Louisiana

Mr. Wilson F. Minor
The New Orleans Times Picayune Bur.
412 Vincent Building
Jackson, Mississippi 39201

THE ASSOCIATED PRESS
10 FORSYTH STREET, N. W.
ATLANTA, GEORGIA 30303

Mr. Ronald Autry & Mrs.
Bureau Manager

Mr. Claude Sitton
Raleigh News & Observer
Raleigh, North Carolina

Mr. & Mrs. Thomas H. Goolsby
Business Week
McGraw Hill
1375 Peachtree Street, N. E.
Atlanta, Ga. 30309

Mr. Leon W. Lindsay
Christian Science Monitor
Healey Building
Atlanta, Georgia 30303

Mr. & Mrs. Andrew Jaffe
Newsweek
912 Healey Building
57 Forsyth Street
Atlanta, Georgia 30303

Mr. & Mrs. Jim Landon
WSB Research Department
1601 W. Peachtree Street, N. W.
Atlanta, Georgia 30309

Mr. & Mrs. Roger Williams
Time Magazine
134 Peachtree Street, N. W.
Atlanta, Georgia 30303

Mr. Alec Lacey & Mrs.
Ga. State University
Atlanta, Georgia

Mr. Si Kahn
Mineral Bluff, Georgia

SRC ------- ANNUAL DINNER GUEST LIST -- 1970 - SHERATON-BILTMORE

1. Mr. & Mrs. Ed Albright
2150 Monterey Dr., N. W.
Atlanta, Ga. 30318

2. Mr. & Mrs. Harry Adley
Adley Associates
46 Fifth Street
Atlanta, Georgia 30308

3. Mr. & Mrs. Cecil Alexander
2322 Mt. Paran Road ,N. W.
Atlanta, Georgia 30327

4. Mr. & Mrs. Jack Boozer
837 Yorkshire Rd., N. E.
Atlanta, Georgia 30306

5. Mrs. Ella M. Brayboy
200 Chappel Rd., N. W.
Atlanta, Georgia 30314

6. Miss Helen Bullard
199 11th Street, N. E.
Atlanta, Georgia 30309

7. Dr. & Mrs. Robert Bunner
3910 Randall Mill Rd., N. W.
Atlanta, Georgia 30327

8. Mr. Richard Chappell
Institute of Government
University of Georgia
Athens, Georgia 30601

9. Mr. & Mrs. C. Bron Cleveland
Eric Hill Associates, Inc.
Suite 700 - 75th 8th Street, N. E.
Atlanta, Georgia 30309

10. Miss Susan Bresler
848 Myrtle Street, N. E.
Atlanta, Ga. 30308

11. Miss Louise Cole
848 Myrtle Street, N. E.
Atlanta, Georgia 30308

12. Mr. & Mrs. Clarence Coleman
99 Burbank Drive, N. W.
Atlanta, Georgia 30314

13. Mr. & Mrs. Noyes Collinson
1113 Moores Mill Road, N. W.
Atlanta, Georgia 30327

14. Mr. & Mrs. Charles E. Crowder
4135 Cascade Rd., S. W.
Atlanta, Georgia 30331

15. Miss Connie Curry
2230 Cheshire Bridge Rd., N. E.
Atlanta, Georgia 30324

16. Mr. A. R. Dreisbach, Jr.
1243 North Avenue, N. E.
Atlanta, Georgia 30307

17. Rev. & Mrs. Edward Driscoll
697 Park Lane
Decatur, Georgia 30033

18. Miss Winifred Green
354 Ninth Street, N. E.
Atlanta, Georgia 30309

19. Mr. Talmadge Fowler
2025 Peachtree Rd., # 745
Atlanta, Georgia 30309

20. Miss Virginia Frank
3320 N. Street, N. W.
Washington, D. C. 20007

21. Mr. & Mrs. DeJongh Franklin
1585 West Paces Ferry Rd., N.E.
Atlanta, Georgia 30327

22. Mrs. Harry M. Gershon
1336 Harvard Road, N. E.
Atlanta, Georgia 30306

23. Mr. & Mrs. Morton Shapiro
A.F.S.C.M.E.
1627 Peachtree Street, N. W.
Atlanta, Georgia 30309

24. Miss Florence Hattis
2666 Maxwell Street
Decatur, Georgia 30030

25. Mr. & Mrs. Jesse Hill, Jr.
731 Lynch Circle S. W.
Atlanta, Georgia 30311

26. Rev. & Mrs. Clifton Hoffman
470 Chelsea Circle, N. E.
Atlanta, Georgia 30327

SRC - ANNUAL DINNER GUEST LIST -- 1970 - 2.

27. Mr. & Mrs. Robert Hughes
Community Relations Service
Old Post Office Building
Atlanta, Georgia 30303

28. Mrs. Ruby Hurley
Regional Director
NAACP
859½ Hunter Street, N. W.
Atlanta, Georgia 30314

29. Mr. & Mrs. Boisfeuillet Jones
2031 Golf View Drive, N. W.
Atlanta, Georgia 30309

30. Mr. & Mrs. Irving Kaler
145 S. Johnson Ferry Rd., N. E.
Atlanta, Georgia 30319

31. Mrs. M. L. King, Jr.
234 Sunset Avenue, N. W.
Atlanta, Georgia 30314

32. Mr. & Mrs. Raphael B. Levine
6415 Bridgewood Valley Rd., NW
Atlanta, Georgia 30308

33. Mr. & Mrs. James MacKay
1032 Clifton Rd., N.E.
Atlanta, Georgia 30307

34. Mr. & Mrs. Sam Massell
2750 Wyngate, N. W.
Atlanta, Georgia 30305

35. Mr. & Mrs. William Peace
National Sharecroppers Fund
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

36. Mr. Andre Moore
741 Carter Street, N. W.
Atlanta, Georgia 30314

37. Mr. & Mrs. Charles Morgan
820 Cardova Drive, N. E.
Atlanta, Georgia 30324

38. Mr. & Mrs. Charles Blackburn
1046 Maryland Avenue, N. E.
Atlanta, Georgia 30306

39. Mr. & Mrs. Judson Moses
215 Piedmont Avenue, N. E.
Atlanta, Georgia 30312

40. Mrs. Walter G. Paschal
1975 Westminister Way, N.E.
Atlanta, Georgia 30307

41. Mr. & Mrs. Harry A. Pfiffner
976 Peachtree Battle Cir. NW
Atlanta, Georgia 30327

42. Mr. & Mrs. Bruce Rosen
3851 Greenhill Dr.
Chamblee, Georgia 30035

43. Mr. & Mrs. Opie Shelton
280 Lake Forest Lane, NE
Atlanta, Georgia 30305

44. Mr. & Mrs. Robert Sherrill
617 North Carolina Ave. SE
Washington, D. C. 20003

45. Mrs. Sara Sherrill
AFL-CIO Civil Rights Dept.
40 Marietta Street, N. W.
Atlanta, Ga. 30303

46. Mr. William Allison
EOA Director
101 Marietta Street Bldg.
Atlanta, Georgia 30303

~~47. Mrs. Hope Reny~~
~~c/o Dr. S. Gebhar~~
~~Vice President of~~ N. Y. Univ.
~~Stoney Brook Long~~ Island,
~~New York~~

48. Mr. Leonard Smith
National Sharecroppers Fund
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

49. Mr. & Mrs. Jack Sutton
4206 Boling Drive
Forest Park, Georgia 30030

50. Mrs. Ralph McGill
3399 Piedmont Rd., N.E.
Atlanta, Ga. 30305

Miss Grace Lindsay
Atl - Const -

SRC - ANNUAL DINNER GUEST LIST -- 1970 - 3.

51. Mr. & Mrs. Robert A. Thompson
Assistant to the Director, HUD
1850 Penelope Rd. N. W.
Atlanta, Georgia 30314

52. Mr. & Mrs. Joe Louis Tucker
974 Ashby Grove, S. W.
Atlanta, Ga. 30314

53. Mr. & Mrs. Horace Ward
361 Ashby Street, N. W.
Atlanta, Georgia 30309

54. The Hon. Elbert Tuttle
101 Peachtree Circle, N. E.
Atlanta, Georgia 30309

55. Mr. & Mrs. Charles Weltner
33 Walker Terrace, N. E.
Atlanta, Georgia 30309

56. Mr. & Mrs. Arthur Whitaker
3390 Hazelwood Dr. S. W.
Atlanta, Georgia 30311

57. Mrs. Samuel Williams
836½ Fair Street, S. W.
Atlanta, Georgia 30314

58. Mr. & Mrs. Charles Wittenstein
1307 Briardale Lane, N. E.
Atlanta, Georgia 30306

59. Rev. & Mrs. Andrew Young
1088 Veltre Circle, S.W.
Atlanta, Georgia 30311

60. Mr. & Mrs. Richard N. Hubert
2709 First National Bank Building
Atlanta, Georgia 30303

61. Mr. & Mrs. Hugh Gilbert
2709 First National Bank Building
Atlanta, Georgia 30303

62. Mr. & Mrs. William Surich
2709 First National Bank Building
Atlanta, Georgia 30303

63. Mr. & Mrs. Richard Freeman
2709 First National Bank Building
Atlanta, Georgia 30303

64. Mr. & Mrs. Joseph Mire
NILE
1911 F Street, N.W.
Washington, D.C. 20006

65. Mr. & Mrs. Charles Prejean
Federation of Southern COOPS
52 Fairlie Street, N.W.
Atlanta, Georgia 30303

66. Rev. & Mrs. Ralph Abernathy
SCLC
334 Auburn Avenue, N. E.
Atlanta, Georgia

67. Mr. & Mrs. T. M. Alexander, S
1345 Hunter Road, N. W.
Atlanta, Ga. 30314

68. Mr. R. Byron Attridge
Trust Co. of Ga. Bldg
36 Edgewood Avenue, N. E.
Atlanta, Ga. 30303

69. Mrs. Sara Baker
938 Park Avenue
Atlanta, Ga. 30315

70. Mr. Robert Dobbs
2455 Abner Place, N.W.
Atlanta, Ga. 30318

71. Mr. Hamilton Douglas
Nat'l Bank of Ga. Bldg.
40 P'tree Street, N. W.
Atlanta, Ga. 30303

72. Mr. & Mrs. Clarence G. Ezzard
245 Atlanta Avenue, SE
Atlanta, Georgia

73. Mr. & Mrs. Charles Hart
807 Commodore Dr. N. W.
Atlanta, Georgia 30318

SRC -- ANNUAL DINNER GUEST LIST -- 1970 -- 4.

74. Dr. + Mrs. Robert E. Lee
Lutheran Church of the Redeemer
731 Peachtree St., N. E.
Atlanta, Ga. 30308

75. Mr. Rolland Maxwell
c/o Davison's
180 P'tree Street. N. W.
Atlanta, Georgia 30303

76. Mr. & Mrs. Fred Patterson
2959 Andrews Dr. N. W.
Atlanta, Ga. 30305

77. Mr. Jack Sells
1416 Hills Place, N. W.
Atlanta, Ga. 30318

78. Mr. & Mrs. L. D. Simon
23 Maury Avenue, S. E.
Atlanta, Ga. 30315

79. Mrs. Mary Stephens
2840 Dearwood Dr. S. W.
Atlanta, Ga. 30315

80. Dr. & Mrs. John Randolph Taylor
Central Presbyterian Church
201 Washington Street, S. W.
Atlanta, Georgia 30303

81. Mr. Jim Linkskoog
Program Coordinator
1643 Briarcliff Rd. N. E.
Atlanta, Ga. 30305

82. Mr. Frank Horton
1800 Memorial Drive, Apt. I-2
Atlanta, Ga. 30303

83. Mrs. Carol Roberts
1017 Westview Drive, # D-6
Atlanta, Ga. 30310

84. Mr. & Mrs. William Pauley
943 Clifton Rd. N. E.
Atlanta, Georgia

85. Mr. & Mrs. Sidney Q. James
1435 Wesley Rd. N. W.
Atlanta, Ga.

86. Mr. & Mrs. Robert Tuve
4047 North Stratford Rd. N. E.
Atlanta, Georgia

87. Mr. & Mrs. Stuart Lowengrub
3018 Buford Highway, # 4
Atlanta, Ga. 30329

88. Mrs. Leonard Haas (Bea)
Carnegie Bldg.
Atlanta, Ga.

89. Mr. & Mrs. Edwin Stanfield
2801 Silverway Drive
Austin, Texas

90. Mr. & Mrs. Maynard Jackson
2920 Chevelle Lane, S. E.
Atlanta, Ga.

91. Dr. & Mrs. Vincent Harding
201 Ashby Street, S. W.
Atlanta, Ga.

92. Dr. & Mrs. C. H. Winkler, Jr.
3905 Memory Brook Cir.
Birmingham, Alabama

93. Dr. & Mrs. Alexander McPhedrasy (Sp.?)
1748 Vickers Circle
Decatur, Ga.

94. Mrs. Rusty Kitfield
Civil Liberties Union of Ga.
5 Forsyth Street, N. W.
Atlanta, Ga. 30303

96. Mrs. Mary B. Jordan
698 East Avenue, N. E.
Atlanta, Ga. 30312

97. Mr. + Mrs. Vernon E. Jordan, Jr.
55 East 52nd Street
New York City 10022

98. Mr. + Mrs. John Lewis
Director, VEP
5 Forsyth Street, N. W.
Atlanta, Georgia

99. Mr. & Mrs. Leon Eplan
1 Barksdale Dr. N. E.
Atlanta, Ga.

100. Dr. & Mrs. Benno Frank
33 Maddox Dr. N. E.
Atlanta, Ga.

101. Mr. & Mrs. Bruce Gruber
1233 Carol Lane, N. E. Atlanta

SRC --- ANNUAL DINNER GUEST LIST -- 1970 - 5.

Duplicate

102. Mr. & Mrs. Charles Weltner
33 Walker Terr. N. E.
Atlanta, Ga.

Veronia Clayton

103. Dr. & Mrs. Don Bradley
738 Clifton Way, N. E.
Atlanta, Ga.

104. Mr. & Mrs. William F. Roberts
2119 - C Coosawattee Drive N. E.
Atlanta, Ga. 30319

105. Mr. & Mrs. Heslip Lee
Multi-Purpose Training Center
Atlanta University
Atlanta, Georgia

106. Mr. & Mrs. Richard Morgan
576 Peachtree Battle Dr. N. W.
Atlanta, Ga.

107. Mr. & Mrs. Tommy Walker
Longino & Porter Printers
196 Marietta Street, N. W.
Atlanta, Ga.

108. Mr. & Mrs. Nuyles G. Smith
Eric Hill & Associates
8th & P'tree Street, N. E.
Atlanta, Georgia

109.

for
Address of our guest ~~of~~ Annual

Ben Jorge
2637 Old Hapeville Rd., S.W.
Apt. 21-A
Atlanta, 30315, Ga.

He teaches that night, but will
arrive maybe about coffee time.

BSM

525 - 3468
237 - 6114
#3 - 106 Ramson Rd

MEMO FROM THE DESK OF:

Emory F. Via

? Mr & Mrs. Louis Becher
(She is Preexy Ga THR)

Mr. & Mrs.
Malcolm Ringel
Peachtree North Apts.
630 Peachtree St. N.E.
Atlanta, Ga.

Noblie,
I'd like to invite
Mr. & Mrs. Ringel to the
annual meeting dinner.
Thanks
Susan Morgan

TO: NM

FROM: JSmith

I suspect both still are on a list but please have the following names checked for inviting to the Annual Meeting Dinner:

Mrs. W. T. Knox
1206 Peachtree Street, N. E.
Atlanta 30309

M/M Bill Roberts
2818 Parkridge Drive, N. E.
Atlanta 30319

Also do you want to include Mary and Jim Dabbs?

10-16-70

MEMO FROM THE DESK OF: John Hampton - United Tenants, 52 Fairlie c/o AFSC

Marge Manderson

Guests for Annual Dinner, if not already on list:

Mr. and Mrs. Joe Boone
c/o Metro Atlanta Summit Leadership Congress
201 Ashby St., N.W.

Mr. John Shabazz, c/o Tenants United for Fairness ~~52 Fairlie St~~

Mrs. Louise Watley, c/o Tenants United for Fairness ~~[illegible]~~ - 1621 Capital Ave SW 30314

Mrs. Mandy Griggs, c/o Tenants United for Fairness 478 Gray St. N.W.

Mrs. Missouri Moore, 676 Reed St., S.W.
Mr. Will ~~Ti~~ Tuggle, 676 Reed St., S.W.
(~~Ann~~ Andre Moore"s Mother and grand~~mother~~ father)

Mr. and Mrs. Hosea Williams
c/o SCLC

Mr. and Mrs. Buster Starr, c/o ~~Metr~~ Metro Atlanta Summit Leadership Congress

signs
Member + Life fellows Only

Staff Directory
Dinner, etc.

Reception for 10th Area
7b

Hostesses

MEMO FROM THE DESK OF:

ART CAMPBELL

To: N. Morgan

Here are the names of my guest for the Annual Dinner:

MR & MRS John A. White
200 Peyton Pl. S.W. Apt. C-6
Atlanta, Georgia 30314

Rooney
info v pub (1) —

Fmr Vice (2)

Cutting wheeler (3)

3. dy
Calendar
for
Tags

Mrsge
Dance
Tags
signs

David Roch

Bd of adv to
School Bd
BEO

MEMO FROM THE DESK OF:

Lynn Bowker

Nobbie:

Please send an invitation to
E. J. for the Annual Council Dinner

414 Green Street
Apt. A
Gainesville, Georgia
30501

Thank you.

Mr. & Mrs. Cary Hall -- Regional Director, HEW
P. O. Box 225
Hampton, Georgia 30228

Mr. & Mrs. Edward H. Baxter -- Regional Dir, HUD
1000 Stovall Blvd. N. E.
Atlanta, Ga. 30319

Dr. & Mrs. David J. Sencer -- Dir. CDC
892 Clifton Road, N. E.
Atlanta, Georgia 30307

Mr. & Mrs. Roy Batchelor, --- OEO
710 Peachtree Street, N.E. # 1510
Atlanta, Ga.

Mrs. Carolyn Martin -- OEO
730 Peachtree Street, N. E.
Atlanta, Ga. 30308

Kitty Terjen's list for the annual dinner:

Mr. and Mrs. Ralph McGill, Jr.
2784 Mabry Road, NE
Atlanta, Ga.

Mrs. Ralph McGill
3399 Piedmont Rd. NE
Atlanta, Ga.

and of course, Hankie the husband.

ROOM LIST

Single Rooms

Name	Reservations-dates
Alexander, Fred D.	November 17-18
Sigur, Alexander O.	17
Beckwith, Hubert S.	16-17
Dreger, R. M.	17
Palmer, R. J.	16-18
Cashin, Joan	16-17
Wheeler, John	16-17
Mervis, Helen	17
Marshall, Ray	16-17
Williams, H. Franklin	17
Sand, Mary E.	17
Counsin, Philip R.	17
Townsend, William	17-18
Smith, Frank	16-17
Young, Jack H.	17
Yarber, C. K.	16-17
Wimbish, C. Bette	16-18
Gibson, Theodore R.	17
Grigg, Charles M.	17
Dent, A. W.	16-17
Esser, George	17-18
Watkins, Lucy	17-18
Prestage, Jewel L.	17
Pollitt, Daniel H.	17
Lee, Howard N.	17
Stanfield, Edwin	16-18
Parker, J. A.	16-17
Whiting, Basil	17
Mason, William T.	16-17
Walker, John W.	17
Gadsden, E. H.	17
Bowman, Joan	17
Carroll, J. W.	17
Matthias, Paul	17
Barefield, Emily	17
Nichols, Ted	17
Coleman, Elijah	16-17
Patteson, Allen	16-17
Holshouser, Bill	16-17
Bryant, Baxton	17
Dean, Kenneth	17
Fleming, Harold	17

42 Curtis Harris

Double Rooms

Name	Reservations-dates
Christopher, Paul R.	16-17
Wheeler, Raymond	16-17
Chambers, Julius L.	16-18
Johnson, Earl	16-17
Gomillion, C. G.	16-18
Harvey, Martin L.	17
Youngdahl, James E.	16-18
Brooks, Martin L.	17-18
Carter, Hodding, III	16-17
Ragland, Martha	17
Meyer, Sylvan	17
Muse, Benjamin	16-17
Mantinband, Charles	16-17
Wright, Marion	16-18
Stockley, James	16-17
Derian, Patt and Schutt, Jane	17-18
Marsh, Henry	16-17
Henry, Aaron	16-17
Gray, Fred D.	17-18
Johnston, Paul	17
Lewis, George	17

64 - Louis Stokes - 17

65 - Lucius Pitts - 16-18

Curtis Harris (single)

SC - Connie - Columbia Council - double

Robert Knowles - Clark Col.

82

G E O R G I A

Grady Abrams
Councilman
1216 10th Street
Augusta, Georgia 30901

William H. Alexander
Representative
859½ Hunter Street, N.W.
Atlanta, Georgia 30314

Marvin Arrington Mr.
Alderman
883 Neal Street, S.W.
Atlanta, Georgia 30318

Earl Baggs
City Commissioner
Route 1
Riceboro, Georgia 31323

Julian Bond
Representative
State House
Atlanta, Georgia 30303

T. A. Bowman
Councilman
1137 Turpin Street
Augusta, Georgia 30901

Benjamin D. Brown
Representative
State House
Atlanta, Georgia 30303

A. M. Carter
School Board Member
1421 12th Street
Augusta, Georgia 30901

Mose Cooper
Councilman
Route 1, Box 112-C
Sylvania, Georgia 30467

Julius C. Daugherty
Representative
State House
Atlanta, Georgia 30303

James E. Dean
Representative
17 East Lake Drive, N.E.
Atlanta, Georgia 30317

D. L. Dent
Councilman
1117 Gwinnett Street
Augusta, Georgia 30901

Richard A. Dent
Representative
State House
~~Atlanta, Georgia~~ Augusta, Ga. 30303

H. D. Dodson Mr.
Alderman
749 Hunter Street, N.W.
Atlanta, Georgia 30314

Clarence G. Ezzard
Representative
State House
Atlanta, Georgia 30303

Roy L. Fitzgerald
Councilman
Hiram, Georgia 30141

Rev. C. S. Hamilton
Councilman
1224 Gwinnett Street
Augusta, Georgia 30901

+ Mr.
Mrs. Grace T. Hamilton
Representative
State House
Atlanta, Georgia 30303

G E O R G I A

Bobby L. Hill
Representative
State House
Atlanta, Georgia 30303

Richmond D. Hill
Councilman
Box 37
Greenville, Georgia 30222

John Hood
Representative
State House
Atlanta, Georgia 30303

Miss Edith Jacqueline Ingram
Ordinary
718 New Street
Sparta, Georgia 31087

Robert Ingram
School Board Member
718 New Street
Sparta, Georgia 31087

Ira L. Jackson
Alderman
2320 Gordon Road, S.W.
Atlanta, Georgia 30310

Maynard C. Jackson
Vice Mayor
2920 Cheville Lane, S.E.
Atlanta, Georgia 30317

Leroy Johnson
Senator
State House
Atlanta, Georgia 30303

John Mc Cown
County Commissioner
718 New Street
Sparta, Georgia 31087

Dr. Benjamin Mays
School Board Member
3316 Pamlico Drive, S.W.
Atlanta, Georgia 30311

Dr. John Middleton & Mrs.
School Board Member
634 Hunter Street, N.W.
Atlanta, Georgia 30314

E. J. Shepherd & Mrs.
Representative
State House
Atlanta, Georgia 30303

Harry Slaughter
Councilman
Blossom Street
Palmetto, Georgia 30268

James A. Smith
County Commissioner
743 Burnett Street
Sparta, Georgia 31087

Rev. L. Scott Stell, Jr.
County Commissioner
1616 Eleanor Street
Savannah, Georgia 31401

Joel Stokes
Alderman
212 Auburn Avenue, N.E.
Atlanta, Georgia 30303

Horace E. Tate
School Board Member
201 Ashby Street, N.W.
Atlanta, Georgia 30314

Albert W. Thompson
Representative
State House
Atlanta, Georgia 30303

G E O R G I A

Horace T. Ward
Senator
State House
Atlanta, Georgia 30303

Q. V. Williamson
Alderman
855 Hunter Street, N.W.
Atlanta, Georgia 30314

Asa G. Yancey
School Board Member
2825 Engle Road, N.W.
Atlanta, Georgia 30318

Rev. N. P. Young
School Board Member
1112 12th Street
Augusta, Georgia 30901

H A W A I I

Charles M. Campbell
Councilman-at-Large
1511 Nuuanu Avenue
Honolulu, Hawaii 96817

BOARD ATTENDANCE

Names	Reservations for	Spouse	Travel Advance
Fred D. Alexander	17-18 (single)	X	
V. W. Henderson			
Bell I. Wiley		X	
Ed. Elson		X	
Paul R. Christopher	16-18 (double)	X	
S. M. Nabrit			
Raymond Wheeler	16-17 (double)	X	
Julius L. Chambers	17-18 (double)	X	
Earl Johnson	16-17 (double)	X	
L. Powers McLeod			
Alexander O. Sigur	17 (single)		
John A. Griffin			
Martin L. Harvey		X	
Hubert S. Beckwith	16-17 (Single)		$100.00 requested + Mailed 10-22
R. M. Dreger	17 (Single)		
R. J. Palmer	16-18 (Single)		
Joseph F. Haas			
Joan Cashin	16-17 (Single)		
C. G. Gomillion	17 (Double)	X	
John H. Wheeler	16-17 (Single)		
Helen Mervis	17 (Single)		81.00 requested + Mailed 10-22
Josephine Wilkins			
Nat Welch			
Mrs. Martin L. Harvey	17 (Double)	X	
Ray Marshall	16-17 (Single)		
James E. Youngdahl	16-18 (Double)	X	
Martin L. Brooks	17-18 (Double)	X	
Hodding Carter III	16-17 (Double)	X	
Martha Ragland *	17 (Double)		
H. Franklin Williams	17 (Single)		
Mary E. Sand	17 (Single)		
Philip R. Cousin	17 (Single)		85.00 requested + Mailed 10-22
William H. Townsend	17-18 (Single)		
Donald Hollowell			
Sylvan Meyer	17 (Double)	X	
Frank Smith	~~17~~ 17		
Benjamin Muse	16-17 (Double)	X	
Charles Mantinband	16-17 (Double)	X	150.00 requested + Mailed 10-22
Jack H. Young	17 (Single)		
Mrs. Helen Howard			
Rev. C. K. Yarber	16-17 (Single)		
C. Bette Wimbish	16-18 (Single)		126.00 requested + Mailed 11/12/70
Mr. & Mrs. Marion Wright	16-18 (Double)	X	
Theodore R. Gibson	17 (Single)		
Jacob M. Rothschild			
James R. Stockley	16-17 (Double)	X	

Duplicate #13 & 24

47. Mr. & Mrs. Martin L. Harvey	17-18	(D)	X	
48. Mr. Charles M. Grigg	17	(S)		
49. Mrs. Paul S. Derian	17-18	(S) D		
50. A. W. Dent	16-17	(S)		
51. Mr. & Mrs. Henry Marsh	16-17	(D)	X	
52. Georgg Esser	17-18	(S)		
53. Lucy Watkins N. C. Chapel Hill	17-18	(S)		
54. Jewel L. Prestage	17	(S)		
55. Daniel H. Pollitt	17	(S)		
56. Howard N, Lee	17	(S)		
57. Ruth L. Harvey	16-17	(D)	X	Get husband's name
58 Ed Stanfield ~~Sam R~~ Austin	16-18	(S)		
59 Aaron Henry (Chaw)	16-17	(D)		
60 Jane Schutt				
61. J. A. Parker	16-17	(S)		
62. Fred D. Gray	17-18	(D)	X	
Basil Whiting	17	(S)		
63. Paul Johnston	17	(D)	X	
64. William T. Mason, Jr.	16-17	(S)		
65. George Lewis	17	(D)	X	
66. John W. Walker	17	(S)		
67. J. E. L. Sadler	17	(S)		
68 David Scull	17-18			49.34 mailed 11/13/70

State Council

Bernard Bowman	17	(S)	
[illegible] Carroll	17	(S)	
Paul Mallin	17	(S)	
Brian Brazill			
Jerry Nichols	17	(S)	
[illegible] Coleman	16-17	(S)	
Captain Bryant	17	(S)	
Ken Dean	17	(S)	
Harold Fleming	17	(S)	

Allen Patteson 16-17
Bill Holshouser 16-17

3 ✓ 3
22 ✓ (S)

August 22, 1973

Atlanta American Motor Hotel
Sales Department
Spring Street at Carnegie Way
Atlanta, Georgia 30303

Dear Sir:

Per your request, I am enclosing a list of room reservations for the Southern Regional Council on September 6 and 7th. All of the rooms are to be for single occupancy, and we will contact you with additions and corrections as they arise.

<u>September 6</u>

Joel Fleishman

<u>September 6 & 7</u>

Raymond Wheeler cancel for 6th ✓
Hodding Carter
John Wheeler

<u>September 7</u>

Alice Spearman Wright
Herman Long
Frank Smith
Edith Dabbs
Ruth Harvey
Patt Derian
~~C. G. Gomillion~~ ✓
Lucius Pitts
Bob Palmer
~~Monica Appleby~~
Joan Cashin
Julius Chambers
Howard Lee
Henry Marsh
Jim Youngdahl

In addition, we have already reserved a suite for Mr. Dwayne Walls on September 6. H will be conducting a separate meeting for approximately eight people and will require room and dinner accomodations on that date. We will contact you shortly with the names of those attending.

Thank you.

Sincerely,

Marsha H. Hudgins

SOUTHERN REGIONAL REGIONAL, INC.

M E M O R A N D U M

TO: SRC Staff Members DATE: September 5, 1973

FROM: George H. Esser, Jr.

SUBJECT: Executive Committee Meeting - September 7-8

I am attaching a schedule for the meetings which will be held at the Southern Regional Council from Thursday afternoon, September 6th through Saturday noon, September 8th.

Thursday - 1:00 p.m. - George S. Mitchell Awards Meeting

Bowie, Via, Herman, Hall

Thursday Night-Advisory Committee for Investigative Research Proj.

Esser, Bowie, Watters, Anderson, Davis, Walls, Hudgins

Friday Morning - Financial Committee

Esser, Bowie, Crosland, Via, Wood, Brothers, Vick

Friday Lunch

~~Esser, Bowie, Watters, Anderson, Davis, Walls, Watkins~~

Friday Night - Executive Committee

Esser, Bowie, Watkins, Brothers, Wood

Timing and the order of events has not yet been firmed up, but it is probable that items 4 through 7, and item 9 will be considered on Friday afternoon and evening, and that item 8 will be the major agenda on Saturday morning.

It will be important for all staff involved in each project to be present for agenda items for which they are involved, with introduction of new staff members an implicit part of each agenda item.

SRC SCHEDULE FOR SEPTEMBER 6-8, 1973

Thursday, September 6

1 p.m.	George S. Mitchell Committee Meeting
6:30 p.m.	Dinner, Advisory Committee for Southern Investigative Research Project, Atlanta American

Friday, September 7

9 a.m.	Council Offices - Advisory Committee Meeting on Financial Development
12 noon	Lunch with members of Advisory Committee for Southern Investigative Research Project
1:30 p.m.	Executive Committee Meeting, SRC Offices
	(Agenda Attached)
5:30 p.m.	Recess
7 p.m.	Dinner, Atlanta American, with members of Nominating Committee
8:30 p.m.	Executive Committee Meeting continues
10:00 p.m.	Recess

Saturday, September 8

8 a.m.	Breakfast with Executive Committee of AFL-CIO-IUD. French Suite, Hyatt Regency
10 a.m.	Executive Committee meeting continues. Council offices
1 p.m.	Adjourn

EXECUTIVE COMMITTEE MEETING

September 6,7, 8, 1973

AGENDA

I. Approval of Minutes

II. Tax-Exemption

III. Report of Executive Director

IV. Administration

A. Accounting
B. Space
C. Legal Status
D. Status as a Plaintiff

V. Publications

VI. Finance

A. Report on Development Program
B. Foundation Grants
C. New Communities Project
D. Tentative Budget

VII. Report Status of Women

Saturday - Breakfast - IUD

VIII. Program

A. Technical Assistance Project
B. Monitoring Project
C. Investigative Research Project
D. Task Force on Southern Economic Development
E. State & Local Government Outreach
F. Progress Reports from each Task Force and Program
G. Program Objectives for 1974-75; Revision of Program for the 70's

IX. Annual Meeting

A. Speaker
B. Agenda

1. Resolutions
2. Program

C. Nominations

1. Life Fellows
2. Meeting with Nominating Committee

File - SRC Annual Meeting - 1973

To: Harry Bowie

From: Program Committee

Date: 9-28-73

The tentative agenda agreed upon by the committee is as follows:

On Thursday, November 1, in the first program session (8:00p.m.) there will be reports on four of the special projects with an opportunity for subsequent discussion. The projects are:
BWEP
Investigative Research Project
Clearinghouse for Technical Assistance
Monitoring Project

On Friday morning the total session (9:00a.m.-12:00) will be divided into two time periods, 1½ hours each. Members will choose the periods in which they wish to participate; they will have a choice of three topics in the first period and two in the second, or vice versa. The topics will be: the Pushout Report, School Finance, Comprehensive Health Care Centers, State Tax Structure in the South, and Poverty Analysis. Each of these sessions will be chaired by a staff member or Council member skilled in eliciting discussion from a group.

Friday afternoon (2:00p.m.-5:00p.m.) the task force meetings will be involved in matters of the four task forces. Issues raised in the morning program session that are relevant could be addressed.

The question of a statement at some point in the annual meeting being given as a definitive and/or explanatory description of the SRC interns was raised. Such a statement is being considered.

The point was raised that a uniform terminology in referring to projects and positions is needed to minimize confusion.

To complete plans the committee must know the conference room accomodations at the hotel as this is most important in planning the Friday morning program.

The committee will meet again next week.

SRC Annual Mtg 1973

SOUTHERN REGIONAL COUNCIL, INC.

M E M O R A N D U M

TO: Bowie, Anderson

DATE: 10-1-73

FROM: Samuel, Whittington, Gatewood

COPIES: Program Committee

SUBJECT:

After studying the minutes from our committee meeting, we discovered that the committee made a major oversight. There is no place for the SDP project to report on its activities. The time slot for the pushout report is not adequate or acceptable for a discussion of the SDP project.

We are requesting that an equal portion of Thursday nights program (Nov. 1) be alloted for the reporting of SDP.

/a gatewood

Anderson, Bowie, SDP

It seems to me that what we said in the meeting covers the situation. That is that the session on Push Outs will be one on substance in which SDP is interested, but w ich will lend itself to going into the continuing and proposed programs of SDP since I do not believe that the full time need be spent on Push Outs per se. I would think SDP could get much more time this way than by further splitting the already limited time on Thursday night.

Emory

Harry Bowie 10/22/73

Emory Via

The attached letter to Hayes Mizell indicates two reasons why I think it would be useful to have him to be with us during our portion of the Annual Meeting. He can help strenghten one aspect of the session on school finance and I had been planning for some time to have Frank and Hayes to have a face-to-face discussion about how Hayes proceeded in South Carolina.

EFV:bb

Attachment

October 23, 1973

Mr. Hayes Mizell
Community Felations Project
American Friends Service Committee
Columbia Building
1200 Main Street
Columbia, South Carolina 29201

Dear Hayes:

A am pleased that you will be able to attend our session on School Finance Reform in the South. Ginna will make a presentation that is informal and short in an effort to draw our members out in terms of problems they see where they live, any recent progress, and what kinds of information we might be able to supply them with which would be of assistance. I would like for you to be on hand specifically to discuss how you were able to organize things and get them rolling in South Carolina. We would not be asking you to make a formal presentation as such, but simply to be on hand to share your experience.

As I discussed by phone with you, we would like to use this opportunity for you and Frank Alexander (and hopefully me) to sit down and discuss in much greater detail your approach to organize and following through on the school finance issue.

I am assuming that you will come in Thursday evening and stay until Saturday morning so reservations are being made for you at the Atlanta American Hotel for Thursday and Friday night. Also, a dinner ticket and invitation is being forwarded to you.

If these arrangements are not what you need, please let me know.

Look forward to seeing you.

Sincerely,

Emory F. Via
Program Officer

EFV:bb

SRC Annual Meeting Folder

MEMO FROM THE DESK OF:

Emory Via

Oct 29, 1973

Joe Tom:

Attached is a draft resolution on School finance reform for Annual Meeting.

Emory

Proposed Resolution for SRC regarding School Finance Reform

WHEREAS, numerous studies and court cases in the South and elsewhere have shown that there are serious inequities in the amount of per pupil funds made available to schools, and

WHEREAS, our own studies confirm that these inequities exist in the South, and

WHEREAS, equitable funding should allow for the differences in the cost of education from one place to another, the special needs of some students and some localities, and

WHEREAS, we know that properly functioning schools of improving quality require financial resources that adequately cover basic expenses, allow for inflation, and provide for general improvement, and

WHEREAS, education is of great importance to the South, to our children as individuals, and to our society in its continuing development, therefore be it

Resolved that, the Southern Regional Council encourage the people in the localities and states of this region to seriously study the problem of achieving equity in education finance,

That, the people of the region seek to support public education with increased money and improved money raising and money distributing plans, and

That, we strive to bring an understanding to all persons in the region of the importance of having adequate and equitable funding in education to overcome past deficiences whether due to lack of resources or racial discrimination, and

That, our citizens be mindful of all three levels of potential inequity and potential relief by considering those inequities that exist from school to school in the same district, those which exist from district to district in the same state and those which exist among the states.

State Tax Structure

Three resource person: 1. John Bowman
2. Ray Marshall - chair
3. McNeil Smith

Each resource person gives a 15 minute presentation
Bowman will speak to the specifics of the report itself and the others to the practical application of these specifics

Linda Peters would be present taking notes on relevant issues raised by resource persons and suggestions coming from Council members

School Finance

Resource Person: Virginia Fleming

Format: Presentation by Ms. Fleming of not more than 30 minutes with main purpose to stimulate discussion from whole group.

Recording of session will be notes taken by someone conversnat with the field and sensitive to SRC objectives; probably will be Frank Alexander.

Pushout Report Presentation for Annual Meeting

Resource Persons: SDP student volunteers
SDP staff
Ralph Caprio, Assistant Director RFKM

Format: A 30 minute summary of the Pushout Report (SDP-RFK)
Statements also coming from students

Lucy is preparing a 3-5 page synopsisof major points and recommendations of the report (recommendations will be presented in entirety): such a synopsis can promote interaction from Council members, adding to substantive statements and questions

Chairperson will be Dr. John Monroe

Recording: Arminta Gatewood will be taking notes on pertinent issues and questions that are raised

9:00 Poverty Analysis · Whisnant, McE 30min, 15min, Discussion

10:30 State Tax Structure

Three resource person: 1. John Bowman
2. ~~Ray Marshall~~ - chair Howard Lee
3. McNeil Smith

Each resource person gives a 15 minute presentation
Bowman will speak to the specifics of the report itself and the others to the practical application of these specifics

Linda Peters would be present taking notes on relevant issues raised by resource persons and suggestions coming from Council members

School Finance Chairperson - ~~Julius~~ ~~Anne Rankin~~ Charles Briggs

9:00AM Resource Person: Virginia Fleming, Hazel Mizell

Format: Presentation by Ms. Fleming of not more than 30 minutes with main purpose to stimulate discussion from whole group.

Recording of session will be notes taken by someone conversnat with the field and sensitive to SRC objectives; ~~probably~~ will be Frank Alexander.

~~10:30~~

Pushout Report Presentation for Annual Meeting

10:30

Resource Persons: SDP student volunteers
SDP staff
Ralph Caprio, Assistant Director RFKM

Format: A 30 minute summary of the Pushout Report (SDP-RFK)
Statements also coming from students

Lucy is preparing a 3-5 page synopsisof major points and recommendations of the report (recommendations will be presented in entirety): such a synopsis can promote interaction from Council members, adding to substantive statements and questions

Chairperson will be Dr. John Monroe

Recording: Arminta Gatewood will be taking notes on pertinent issues and questions that are raised

Julius Chambers, Chm of Res. Committee
Resolutions - should be formulated from reports -

9:00AM Health

SOUTHERN REGIONAL COUNCIL, INC.

M E M O R A N D U M

TO: George Esser

DATE: Oct. 30, 1973

FROM: Marsha Hudgins

COPIES:

SUBJECT: Annual Meeting attendance

The following Council members have indicated that they will be at the Annual Meeting:

~~Huge~~
Marshall
Elson
Nabrit
Hollowell
G. Owens
Kehrer
McLeod
Henderson
Haas
Wiley
Griffin
Derian
Carter
H. F. Williams
Ruth Harvey
Rogers
Chambers
Dreger
Lawson
Appleby
J. Walker
Hays
Grigg
Gray
Harveys
Cousin
Shils
Muse
Guy Johnson
Wrights

E. Johnson
Coe
Palmer
Mason
Becker
Dabbs
Ramsay
Mervis
Parrish
Jones
~~Townsend~~
Charles
Gaston
McLemore
Fleishman
Wilkins
Youngdahl
Howard
J. Wheeler
Ragland
Sand
Scull
M. Johnson
H. Lee
Shirley
Monro
Dent
Stokely

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Ragland
Sand
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M. Johnson
H. Lee
Shirley
Monro
Dent
Stokely

I assume Ray Wheeler

The following Council members have indicated that they will be unable to attend:

Reuben
Meyer
Lloyd
Rothschild
Davidson
Green
McDowell
Foster
Smith, F.
Montgomery
Gomillion
Cody
Young
K. Smith
Christopher
Rayzor
McN. Smith

Townsend
Huge

The following non-Council members will be attending some or all of the meeting:

Elijah Coleman
Dick Moon
Nancy Spears
Michael Raff
Matthew Page
J. M. Lawson
C. W. Aycock
Bill Dilday
~~Jewel Prestage~~
John Simon
Will Campbell
4 SDP students
David Ramage
Jim Leeson
Josh Smith
Eli Evans
Hayes Mizell
David Whisnant
Ralph Caprio
Dick Boone
John Bowman
Gloria Ruffin
John Egerton
Theo W. Mitchell
Donna Myher } Tombigbee
David Gibbs }
Harcourt Dodd
Andy Lipscomb
Father O'Connell - So. Mutual Help
Phil Carter
Flemings
Alice Walker + Leventhal
Art Wallgren - Fla. AFL-CIO

Bill Bowden

AGENDA - FIRST BUSINESS SESSION
Thursday, November 1, 1973
Georgian Ballroom

I. Report of the Executive Committee

A. Submission of Program for the '70's (revised)

B. Submission of the Budget for 1974

C. Recommendation for Life Fellows

D. Recommendation for By-Law Changes

E. Submission of Resolutions

F. Other Recommendations

II. Report of the Nominating Committee

III. Adoption of Rules for Annual Meeting (Resolutions Procedure)

IV. Election of Life Fellows

V. Report of the Executive Director

VI. Report of the Associate Director

VII. Introduction of Resolutions by Council Members

AGENDA - SECOND BUSINESS SESSION
Saturday, November 3, 1973
Georgian Ballroom

I. Adoption of By-Laws

II. Action on Report of Nominating Committee

A. Election of Council Members

B. Election of Council Officers

III. Approval of Program for the '70's

IV. Approval of the Budget for 1974

V. Action on Resolutions

VI. Other Business

MEMORANDUM

TO: Members of the Southern Regional Council

FROM: George H. Esser, Executive Director

DATE: November 1, 1973

Enclosed are the proposed by-law changes which have already been sent to you. Let me point out that there was an error in Article III, Section 9 as mailed to you October 1st. The Executive Committee intended that it be drafted so as to make clear that Life Fellows would have the vote, and the last sentence was added to paragraph 2 to accomplish that purpose. In the proofing, however, the sentence in the first paragraph which reads as follows was not eliminated: "They shall not, however, have the right to vote on policy matters."

Article III, Section 9, as attached to this memorandum, reads as the Executive Committee intended.

ARTICLE III

Section 9. Life Fellows

Persons who have made outstanding contributions in the area of the Council's interests may be elected as Life Fellows. Life Fellows shall be invited to participate in Council affairs and to attend Annual Meetings. Life Fellows shall be recommended by the Executive Committee to the full membership at Annual Meetings at the same time as the report of the Nominating Committee is given.

No person shall be elected Life Fellow who has not attained at least thirty (30) years of age at the time of his election. Life Fellows shall have the same voting rights as Members, but they shall not be included in determining the existence of non-existence of a quorum.

M E M O R A N D U M

TO: Members, Southern Regional Council

FROM: The Executive Committee

DATE: November 1, 1973

The Executive Committee recommends adoption of the following resolution to govern consideration of all resolutions for Council action at the beginning of the Annual Meeting for 1973.

BE IT RESOLVED By the Southern Regional Council:

1. That all members of the Council submit copies of resolutions for action by the Council by 10:00 p.m. on the evening of the first day of the Annual Meeting.
2. That the Resolutions Committee hold open meetings on the second day to hear from members of the Council who wish to appear on any proposed resolution.
3. That the staff make the text of all substantive resolutions available to members of the Council and the Resolutions Committee on the morning of the second day of the Annual Meeting.
4. That copies of all resolutions approved by the Resolutions Committee for submission to the final business session be reproduced and distributed to members of the Council prior to that meeting.

5. That all resolutions be considered and acted upon at the business session on the third day of the annual meeting.

6. Resolutions not introduced and considered by the Resolutions Committee in accordance with this procedure shall only be considered upon a two-thirds vote of members present at the annual business session on the third day.

SOUTHERN REGIONAL COUNCIL ANNUAL MEETING

Program

November 1, 2, 3, 1973

Wednesday, October 31

6:30 p.m. - 10:00 p.m. — DINNER AND MEETING, Southern Investigative Research Project Advisory Board (Brunswick Room)

Thursday, November 1

9:30 a.m. - 2:30 p.m. — MEETING OF EXECUTIVE COMMITTEE (Fulton Room)

1:00 p.m. - 4:00 p.m. — REGISTRATION (Georgian Ballroom Foyer)
(The SRC office will be open for visits from Council members all day Thursday)

3:00 p.m. - 6:00 p.m. — FIRST BUSINESS SESSION - agenda attached (Georgian Ballroom- for Council members only)

Dr. Raymond Wheeler, Council President, Presiding

6:15 p.m. — RECEPTION AND DINNER (Main Ballroom)

8:00 p.m. — FIRST PROGRAM SESSION (Georgian Ballroom)

Dr. Vivian Henderson, Chairman of Executive Committee, Presiding

Report on Program Development

Black Women Employment Project
Alexis Herman
Paulette Norvel

School Desegregation Project
Leon Hall

Clearinghouse for Technical Assistance
Ray Fritz

Monitoring Project
Joe Tom Easley

Southern Investigative Research Project
Dwayne Walls

Friday, November 2

9:00 a.m. - 12:00 p.m. SECOND PROGRAM SESSION

Follow Through
Francis Coe
Charles Grigg

9:00 a.m. - 10:30 a.m. Concurrent Sessions:

A. Report on School Finance
(Georgia Room)
Anna Reuben, Moderating
Emory Via, Task Force Coordinator
Presentation by Virginia Fleming
Hoyle McZell

Frank A. Recorder

B. Report on Poverty Analysis
(Inman Room)
The Honorable Howard Lee, Moderating
George Harris, Task Force Coordinator
Presentation by David Whisnant
Gretchen Maclachlan

C. Report on Comprehensive Health Care
(Hampton Room)
Patt Derian, Moderating
Bob Anderson, Task Force Coordinator
Presentation by Aaron Shirley
Bob Anderson

10:30 a.m. - 12:00 p.m. Concurrent Sessions:

A. Report on The Student Pushout: Victim of Continued Resistance to Desegregation
(Georgia Room)
John U. Monro, Moderating
Leon Hall, Project Director
Presentation by Ralph Caprio
Jimmie Samuel
Ronnie Whittington

B. Report on State and Local Tax Structure
(Inman Room)
The Honorable Howard Lee, Moderating
George Harris, Task Force Coordinator
Presentation by John Bowman

12:30 p.m. LUNCH
(Terrace Room)

2:15 p.m. - 5:00 p.m. TASK FORCE MEETINGS

Task Force on Economic Development
(Inman Room)
George Harris, Staff Coordinator
Ray Marshall, Steering Committee Chrm.

Task Force on Education
(Georgia Room)
Emory Via, Staff Coordinator
Charles Grigg, Steering Committee Chrm.

Task Force on Health
(Hampton Room)
Bob Anderson, Staff Coordinator
Patt Derian, Steering Committee Chrm.

Task Force on Housing
(Eastman Room)
Heslip Lee, Staff
John Walker, Steering Committee Chrm.

6:30 p.m. RECEPTION (Cash Bar)
(Georgian Ballroom)

7:30 p.m. ANNUAL DINNER
(Main Ballroom)

President Raymond Wheeler, Presiding

Presentation of Awards:
The Lillian Smith Awards
The George S. Mitchell Award

SPEAKER: The Rev. Will D. Campbell
Director, The Committee of
Southern Churchmen, Inc.

10:00 p.m. RECEPTION (Cash Bar)
(Georgian Ballroom)

Saturday, November 3

9:00 a.m. - 12:00 p.m. SECOND BUSINESS SESSION - agenda attached
(Georgian Ballroom - for Council members only)

Nugets - main door, ground floor

STAFF ASSIGNMENTS---SRC Annual Meeting

November 1-3, 1973

7-4

12-9

10 B 11 W

Thursday, November 1

1:00 p.m. - 3:00 p.m.	Registration Louella Ayers Ruth Howard Linda Peters Foyer-Georgian Ballroom
3:00 p.m. - 5:00 p.m.	Registration Blanche Burnette Arminta Gatewood
3:00 p.m.-- 6:00 p.m.	First Business Session Jay Brothers - Secretary Sadie Clark - Secretary
8:00 p.m.	First Program Session Sadie Clark, Secretary

Friday, November 2

8:00 a.m.	SRC office Jay Brothers Diane Burke Zettie Baker Louella Ayers Jesse Hinton Marsha Hudgins Janet Smith

(Check with Wood or Brothers Thursday night about the need for being in the office at 8:00)

9:00 a.m. - 12:00 p.m.	Second Program Session Program officers are responsible for appointing recorders for their presentations.
9:00 - 10:30 a.m.	Information Desk Betty Childres Doris Reed Foyer-Georgian Ballroom
10:30 a.m.-12:00 p.m.	Information Desk Velvia Jackson Marge Manderson

Friday, November 2

2:15 - 5:00 p.m.	Task Force Meetings Task Force on Economic Development ~~Ruth Howard~~, Secretary Linda Pettes Task Force on Education Blanche Burnett, Secretary Task Force on Health Ruth Howard, Secretary Task Force on Housing Louella Ayers, Secretary
2:15 - 3:30	Information Desk Dorothy Ross Janet Smith
3:30 - 5:00	Information Desk Joanna Powers Annie Rozier
6:30 p.m.	Cash Bar (All staff urged to be present) Bob Anderson Alexis Herman Leon Hall George Harris Janet Smith Emory Via Ruth Vick Lucy Watkins Pat Watters Jim Wood
Dinner Tickets	Marsha Hudgins Jim Nugent Frank Alexander

Saturday, November 3

9:00 a.m. - 12:00 p.m.	Second Business Session Jay Brothers, Secretary Sadie Clark, Secretary Information Desk Marsha Hudgins Maury Moody

File New Folder → SRC Annual Meeting 1973

SRC ANNUAL MEETING

Tentative Agenda
November 1,2,3, 1973

Introduction of Staff & new programs

Thursday, November 1, 1973

10:00 a.m. - 1:00 p.m.	Meeting of Executive Committee
1:00 p.m. - 3:00 p.m.	Registration
3:00 p.m. - 5:00 p.m.	First Business Session
	Report of the Chairman of the Executive Committee
	Report of the Director and Associate Director
	Introduction of the Program and Budget
	Introduction of Nominations
	Introduction of Resolutions
6:30 p.m.	Dinner
8:00 p.m. — 10:00	First Program Session 4 Projects

Push out Health

Friday, November 2, 1973

9:00 a.m. - 12:00 p.m.	Second Program Session (Split Time) — 3
12:30 p.m.	Lunch
2:00 p.m. - 5:00 p.m.	Task Force Meetings
7:00 p.m.	Annual Dinner

School Finance
Health Coop.
Push outs
Poverty Analysis
State & Local Taxes.

Saturday, November 3, 1973

9:00 a.m. - 12:00 p.m.	Second Business Session
12:30 p.m.	Lunch and Adjournment

Rural TF Fed Rel

BWEP, [Govt'l Outreach] Clearinghouse for Rural Poverty, ~~SBP~~, Investing Res, T.A. Rural Areas, Monitoring Proj

SRC - Annual Mtg. - 1973

SOUTHERN REGIONAL COUNCIL

ANNUAL MEETING

Atlanta American Hotel

PROGRAM

November 1, 2, 3, 1973

Wednesday, October 31

6:30 p.m. — 10:00 p.m.

DINNER AND MEETING, Southern Investigative Research Project Advisory Board
(Brunswick Room)

Thursday, November 1

9:30 a.m. — 2:30 p.m.

MEETING OF EXECUTIVE COMMITTEE
(Fulton Room)

1:00 p.m. — 4:00 p.m.

REGISTRATION
(Georgian Ballroom Foyer)
(The SRC office will be open for visits from Council members all day Thursday)

3:00 p.m. — 6:00 p.m.

FIRST BUSINESS SESSION — agenda attached
(Georgian Ballroom — for Council members only)
Dr. Raymond Wheeler, Council President, Presiding

6:15 p.m.

RECEPTION AND DINNER
(Main Ballroom)

8:00 p.m.

FIRST PROGRAM SESSION
(Georgian Ballroom)
The Rev. Harry Bowie, Associate Director of the Council, Presiding

Report on Program Development
Black Women Employment Project

Alexis Herman
Paulette Norvel

School Desegregation Project
Leon Hall

Clearinghouse for Technical Assistance
Ray Fritz

Monitoring Project
Joe Tom Easley

Southern Investigative Research Project
Dwayne Walls

Friday, November 2

9:00 a.m. — 12:00 p.m.

SECOND PROGRAM SESSION

9:00 a.m. — 10:30 a.m.

Concurrent Sessions:

A. Report on School Finance
(Georgia Room)
Anna Reuben, Moderating
Emory Via, Task Force Coordinator
Presentation by Virginia Fleming

B. Report on Poverty Analysis
(Inman Room)
The Honorable Howard Lee, Moderating
George Harris, Task Force Coordinator
Presentation by David Whisnant,
Gretchen Maclachlan

C. Report on Comprehensive Health Care
(Hampton Room)
Patt Derian, Moderating
Bob Anderson, Task Force Coordinator
Presentation by Aaron Shirley, Bob Anderson

10:30 a.m. — 12:00 p.m.

Concurrent Sessions:

A. Report on The Student Pushout: Victim of
Continued Resistance to Desegregation
(Georgia Room)
John U. Monro, Moderating
Leon Hall, Project Director
Presentation by Ralph Caprio, Jimmie Samuel,
Ronnie Whittington

B. Report on State and Local Tax Structure
(Inman Room)
The Honorable Howard Lee, Moderating
George Harris, Task Force Coordinator
Presentation by John Bowman

12:30 p.m.

LUNCH
(Terrace Room)

2:15 p.m. — 5:00 p.m.

TASK FORCE MEETINGS
Task Force on Economic Development
(Inman Room)
George Harris, Staff Coordinator
Ray Marshall, Steering Committee Chrm.

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(Georgia Room)
Emory Via, Staff Coordinator
Charles Grigg, Steering Committee Chrm.

Task Force on Health
(Hampton Room)
Bob Anderson, Staff Coordinator
Patt Derian, Steering Committee Chrm.

Task Force on Housing
(Eastman Room)
Heslip Lee, Staff
John Walker, Steering Committee Chrm.

6:30 p.m.

RECEPTION (Cash Bar)
(Georgian Ballroom)

7:30 p.m.

ANNUAL DINNER
(Main Ballroom)
President Raymond Wheeler, Presiding
Presentation of Awards:
The Lillian Smith Awards
The George S. Mitchell Award
SPEAKER: The Rev. Will D. Campbell, Director,
The Committee of Southern Churchmen, Inc.

10:00 p.m.

RECEPTION (Cash Bar)
(Georgian Ballroom)

Saturday, November 3

9:00 a.m. — 12:00 p.m.

SECOND BUSINESS SESSION — agenda attached (Georgian Ballroom — for Council members only)

ANNUAL DINNER

Southern Regional Council

ATLANTA AMERICAN HOTEL

November 2, 1973

CRITERIA FOR AWARDS

George S. Mitchell Award

Given to an organization for having made a significant contribution toward solving problems of the poor and achieving interracial understanding.

Lillian Smith Award

Given to the literary work produced in the current year which, in the Council's opinion, best represents Miss Smith's interests and work. The award is named for the late Georgia author and humanitarian who, long before civil rights became a battlecry, stood unflinchingly for human rights. Beginning this year, two awards will be made—one in the field of fiction and one in non-fiction.

PROGRAM

CASH BAR — Georgian Ballroom

ANNUAL DINNER

Raymond Wheeler, President of Council, Presiding

Introduction of Dais Guests

Presentation of Awards:

The Lillian Smith Awards—Bell I. Wiley,
Chairman, Lillian Smith Award Committee
The George S. Mitchell Award—Eva Clayton,
Chairman, George S. Mitchell Award Committee

Introduction of Speaker—George H. Esser

Guest Speaker — The Rev. Will D. Campbell
Director, The Committee of
Southern Churchmen, Inc.

Reception — Georgian Ballroom
(Cash Bar)

Will D. Campbell is director of the Committee of Southern Churchmen, a non-denominational alliance of clergymen and laymen, and is publisher of the Committee magazine, *Katallegete,* which means "be reconciled." He was ordained into the ministry while still in high school in East Fork, Mississippi, after having been baptised in the Amite River. Later he studied at Wake Forest, Tulane and the Yale Divinity School. From 1956 to 1962 he was a Southern representative of the National Council of Churches. Rev. Campbell is the author of *Race and Renewal of the Church* and *Up To Our Steeples in Politics,* with James Y. Hollowell. He is editor of *The Failure and the Hope, The Criminals With Him,* and *Callings,* and lives on a farm near Nashville, Tennessee.

The Executive Committee propose that Sections 1, 7 and 9 of Article III, and Section 9 of Article II be amended to read as follows. Comment and explanation follows the text of the amendments.

ARTICLE II

Section 1. Members

A. For the year ending December 31, 1974, the members of the Corporation shall be not more than 110 nor less than 64 persons, hereinafter called members.

B. For all years after 1974, the members of the Corporation shall be not more than 120 nor less than 64 persons.

C. A member shall hold office for the four years or until he shall have resigned, died, or been removed in the manner provided by Section 8 of this article. A member may be eligible to succeed himself. There shall be at least five new members elected each year.

D. Successors to members shall, upon expiration of terms or death, resignation, or removal, be elected by all members of the Corporation, at the next meeting, following occurrence of such vacancy; except that, in intervals between annual meetings, the Executive Committee shall be empowered to fill vacancies in the membership of the Council.

Section 7. Quorum

Twenty five (25) members of the Council shall be necessary to constitute a quorum for the transaction of business at every meeting of the members; but if at any meeting there be less than a quorum present, a majority of those present may adjourn the meeting from time to time, but not for a period of over fifteen (15) days at any one time, without notice other than by announcement at the meeting until a quorum shall attend. At any such adjourned meeting at which a quorum shall be present, any business may be transacted which might have been transacted at the meeting as originally notified.

Section 9. Associate Members

Associate Members of the Council shall constitute a non-voting class of membership composed of persons who wish to support the work of the Council. An associate membership may be awarded under such conditions and with rights, privileges and obligations as the Members may determine.

ARTICLE III

Section 9. Life Fellows

Persons who have made outstanding contributions in the areas of the Council's interests may be elected as Life Fellows. Life Fellows shall be invited to participate in Council affairs and to attend Annual Meetings.

Life Fellows shall be recommended by the Executive Committee to the full membership at Annual Meetings at the same time as the report of the Nominating Committee is given.

No person shall be elected Life Fellow who has not attained at least thirty (30) years of age at the time of his election. Life Fellows shall have the same voting rights as Members. ~~but they shall not be included in determining the existence or non-existence of a quorum.~~

Explanation

A. Amendments providing for an increase in the size of the Council and for the privileges of Life Members:

Before the last Council meeting, information on the make-up of the Council was distributed to the Executive and Nominating Committees, and to the full Council, emphasizing age, sex, state of origin, race and vocation. Current tables are enclosed.

At the beginning of the meeting of the Executive Committee, with members of the Nominating Committee present, Mr. Esser made the following statement.

"The Council in 1972 also adopted a resolution which reads as follows:

> That the Nominating Committee give greater weight to the adequate representation of women on the Council, as well as taking into consideration factors of race, geography, age and income.

Examination of the charts lead to the following conclusions, conclusions that are reinforced by the attention given to Council membership by the Council's committee on the role of Women in the Council.

a) Women are under represented in the Council in terms of population and interest.

b) Fifty-five members of the Council are of age 50 or more, and the preponderance of older members includes many who have provided lengthy and valuable services.

c) There are far too few young members of the Council.

d) Council membership does not reflect adequate representation of successful business men, influential public officials, or white administrators in higher education. This judgment is made on the assumption that whoever serves as a member of the Council should share the goals of the Council.

The objective of the Council should be to have as good cross-section of points of view from the region as possible. For historical reasons, this cross-section does not now exist. Since Council membership consists of 25 members elected for four year terms each year, and since the by-laws establish a minimum of 5 new members a year, the options for improving representation of the Council are limited. They include:

a) Making immediate turnover possible by being ruthless in retiring old and valuable members of the Council.

b) Limiting turnover to five members, the minimum provided by the by-laws, and thus failing to secure needed additional representation and new blood.

c) Providing for a modest increase in membership of the Council, to be spread over a period of two years, in order to insure a better representation of the region, at a time when the program of the Council is being extended throughout the region.

After careful consideration of these options, the staff proposes the following:

a) That the maximum size of the Council in the by-laws should be increased to 120.

b) That 10 members should be added to the Council at the 1973 annual meeting, 5 members each to the classes of 1975 and 1977. These new members would be in addition to members chosen to fill the five or more vacancies resulting from the present by-law proposal.

c) That an additional 10 members be added in 1974, five members each to the classes of 1976 and 1978.

d) That the maximum number of Life Fellows of the Southern Regional Council be fixed at 30, and that these 30 members be permitted a vote on all Council matters.

e) That the Nominating Committee be asked to prepare recommendations for persons to be elected to the class of 1977, according to the present by-laws, and that it be further asked to nominate 10 new members, five members

each for the classes of 1975 and 1977, in anticipation that the expansion of Council membership will be approved. The Nominating Committee should be asked to take into consideration the need to provide better representation of women, persons from the ages from 20-35 who are concerned with Southern issues, and businessmen and persons involved in higher education.

The result would be to permit at least 30 new members over the next two years, resulting in a maximum size of the Council of 120, a maximum voting size of 150. Although the additional membership will cost a modest amount of money and make the Council somewhat larger and more cumbersome, it will also permit the Council to have a more representative structure at this critical period in its history, without sacrificing old and valuable leadership who brought the Council through the last twenty years. It will also provide additional membership at a time when the Council needs additional members throughout the region to help implement Council programs."

Mr. Esser also suggested that it would be approrpiate for the President to establish a small committee to review the methods for selecting officers of the Council, particularly if expansion of the Council's program places more responsibility on the President to represent the Council in meetings in different parts of the South. Consideration should be given to more frequent turnover in officers of the Council if additional responsibilities are thrust on them.

There was extended discussion by members of both committees to these recommendations. There was understandable concern that the Council not be too large, but there was equal concern that there be a better opportunity for better representation. The discussion also included the need to reconsider the traditional procedures for nominating and electing officers. At length the following decisions were reached:

1. That the Executive Committee recommend to the full Council that the maximum size of the Council should be increased to 120 in two steps as recommended in a, b and c above.
2. That the maximum number of Life Fellows for the Southern Regional Council be fixed at 30, and that these 30 members be permitted a vote on all Council matters. (The information that very few of the Life Fellows had been in the practice of attending meetings was considered in voting on this recommendation.)
3. That the President appoint a committee to review the entire structure of the Southern Regional Council - membership, officers, committees - and report its recommendations to the 1974 annual meeting of the Council.

B. Quorum:

Article II, Section 7 has been amended to change the quroum from 20 to 25 reflecting the increase in membership from 100 to 120.

C. Associate Membership:

You will recall that we tested the appeal of associate membership as one of the approaches to promoting the magazine. Although the response to straight subscription was greater than the response to associate membership, the response to associate membership was clearly great enough to warrant an effort to raise money from individuals across the region for general support of the Council's budget.

Normally, we could have waited for the recommendations of the committee on structure for adding an article on associate memberships. However, the Internal Revenue Service took the Council's tentative plans for relating associate memberships to publishing of the magazine as a persuasive argument for redesignation of the Council from classification as "private foundation" to that of "publicly-supported organization."

For a variety of reasons, all of them to be reviewed at the annual meeting, it is important that the Council diversify its financial structure by securing small gifts from a large number of people who share the goals of the Council. If these gifts are related to associate memberships in the Council, our status as a publicly-supported organization is further strengthened. It is for this reason that the by-law is recommended for this year. Further recommendations will be made at the annual meeting concerning the rights and privileges and obligations of associate memberships.

THE SOUTHERN REGIONAL COUNCIL, INC.
52 Fairlie Street, N. W.
Atlanta, Georgia 30303

1973

OFFICERS*

PRESIDENT

Raymond M. Wheeler

VICE-PRESIDENTS

Patt Derian

C. G. Gomillion

Lucius H. Pitts

Josephine Wilkins

THE EXECUTIVE COMMITTEE

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Hodding Carter, III

Joan Cashin

Julius L. Chambers

Donald L. Hollowell

Howard Lee

Henry Marsh

Robert J. Palmer

John H. Wheeler

James Youngdahl

LEGAL COUNSEL

Joseph F. Haas

EXECUTIVE DIRECTOR

George H. Esser, Jr.

*The officers and counsel are members of the Executive Committee. Addresses of officers and committee members are given in the attached list. All organizations and positions are shown for identification purposes only.

MEMBERS OF THE COUNCIL

CLASS OF 1973

Mr. J. Bill Becker	1408 Rebsamen Park Road Little Rock, Arkansas 72202	President, Arkansas AFL-CIO 501-663-4164
Dr. Martin Brooks	Post Office Box 37 Pembroke, North Carolina 28372	Physician 919-521-4221
Mr. Hodding Carter, III	Delta Democrat-Times Box 1618 Greenville, Mississippi 38701	Editor, Associate Publisher 601-335-1155
Patricia M. Derian	2349 Twin Lakes Circle Jackson, Mississippi 39211	601-362-4101
Dr. Luther H. Foster	Office of the President Tuskegee Institute Tuskegee Institute, Alabama 36088	President, Tuskegee Institute 205-727-8501
Mr. C. G. Gomillion	308 Bibb Street Tuskegee Institute, Alabama 36088	Sociologist 205-727-2156
Mr. John A. Griffin	Southern Education Foundation 811 Cypress Street, N. E. Atlanta, Georgia 30308	Executive Director, SEF 404-875-0279
Mr. Joseph F. Haas	2709 First National Bank Tower Atlanta, Georgia 30303	Attorney 404-658-1811
Ruth L. Harvey	453 South Main Street Danville, Virginia 24541	Attorney 703-793-5751 or 703-793-8912
Mr. Donald L. Hollowell	Equal Employment Opportunity Comm. 75 Piedmont Avenue, N. E., 10th Fl. Atlanta, Georgia 30303	Regional Director, EEOC 404-526-6991
Dr. Guy B. Johnson	Post Office Box 652 Chapel Hill, North Carolina 27514	Sociologist 919-967-2186

CLASS OF 1973 (Continued)

The Hon. Barbara Jordan	5303 Lyons Avenue Houston, Texas 77020	U. S. Congresswoman 713-674-8465
Dr. James Lawson	17th Avenue, North Nashville, Tennessee 37203	President, Fisk University 615-244-3580 ext. 201
The Hon. Howard Lee	Town of Chapel Hill Chapel Hill, North Carolina 27514	Mayor 919-929-1111
Dr. Ray Marshall	Department of Economics University of Texas Austin, Texas 78712	Professor of Economics 512-471-3211 ext. 1464
Mr. John U. Monro	Miles College Birmingham, Alabama 35208	Director of Freshman Studies 205-780-6490
Dr. Lucius H. Pitts	Paine College Augusta, Georgia 30901	President, Paine College 404-722-4471
Mr. Hollis F. Price	1024 Colgate Road Memphis, Tennessee 38106	President Emeritus LeMoyne-Owen 901-775-0287
Mrs. Martha Ragland	3821 Abbott Martin Road Nashville, Tennessee 37215	615-298-1247
Mr. Claude Ramsay	Post Office Box 2010 Jackson, Mississippi 39205	President, Mississippi AFL-CIO 601-948-0518
David H. Scull	Post Office Box 170 Annandale, Virginia 22003	Chairman of Board, Graphics 4, Inc 703-256-3444
The Rev. Kelly M. Smith	First Baptist Church 900 James Robertson Parkway Nashville, Tennessee 37203	Pastor 615-255-8757
The Hon. McNeill Smith	Box G Greensboro, North Carolina 28302	Attorney; Member, N. C. Senate 919-273-8263

CLASS OF 1973 (Continued)

Miss Kate Wilkinson	University of Mississippi University, Mississippi 38677	Professor of Sociology 601-232-7428
C. Bette Wimbish, Esq.	1427 - 22nd Street South St. Petersburg, Florida 33712	Attorney 813-896-6678

CLASS OF 1974

Attorney J. LeVonne Chambers	Chambers, Stein, Ferguson & Lanning 237 West Trade Street Charlotte, North Carolina 28202	Attorney 704-375-8461
Mrs. Millie Charles	School of Social Work Southern University New Orleans, Louisiana 70130	Professor of Social Work 504-282-4401
Mrs. Eva M. Clayton	Route 1, Box 59 Ebony, Virginia 23845	Director, N.C. Health Manpower Development Program 919-966-3126
Mrs. Edith Dabbs	Route 1, Box 55A Mayesville, South Carolina 29104	803-469-3321
Mr. Edward E. Elson	Atlanta News Agency, Inc. Post Office Box 80189 Atlanta, Georgia 30341	President, Atlanta News Agency 404-457-5544
The Hon. Herbert U. Fielding	122 Logan Street Charleston, South Carolina 29401	Member, S. C. House of Rep. 803-722-3348
Dr. Edward E. Haddock	1133 West Franklin Street Richmond, Virginia 23220	Physician 703-359-3229
Mrs. Martin L. Harvey	415 North Farish Street Jackson, Mississippi 39202	Nat. Pres., Churchwomen United 601-948-7223
Dr. Vivian W. Henderson	Clark College 240 Chestnut Street, S. W. Atlanta, Georgia 30314	President, Clark College 404-681-3080 ext. 200

CLASS OF 1974 (Continued)

Mr. Harry Huge	Arnold and Porter 1229 Nineteenth Street, N. W. Washington, D. C. 20036	Attorney 202-223-3200
Earl M. Johnson, Esq.	625 West Union Street, Suite A Jacksonville, Florida 32202	Attorney 904-358-1191 or 904-358-1192
Mr. Henry M. Lambert	Department of Safety & Permits 7E05 City Hall 1300 Perdido Street New Orleans, Louisiana 70112	Deputy Director 504-524-3353
Dr. Gary A. Lloyd	338 Audubon Street New Orleans, Louisiana 70118	Professor, Social Work, Tulane 504-861-4339
after July 1, 1973	Graduate School of Social Work University of Houston Cullen Boulevard Houston, Texas 77004	Dean 713-749-1101
Mr. Henry Marsh	3211 "Q" Street Richmond, Virginia 23223	Attorney 703-648-9073
Mr. William T. Mason, Jr.	419 Law Building Norfolk, Virginia 23510	Asst. U. S. Attorney 703-627-4576
Dr. Samuel M. Nabrit	795 Peachtree Street, N. E. Suite 484 Atlanta, Georgia 30308	Director, Southern Fellowships Fund 404-874-4891
Mr. J. Allen Parker	Post Office Box 728 Tuskegee, Alabama 36083	President, Alabama Exchange Bank 205-727-1730
Mrs. Anna Reuben	Morris College Sumter, South Carolina 29150	Director of Student Affairs 803-773-2461
Rabbi Jacob M. Rothschild	The Temple 1589 Peachtree Street, N. E. Atlanta, Georgia 30309	Rabbi 404-873-1731

CLASS OF 1974 (Continued)

Aaron Shirley, M. D.	Jackson-Hinds Comprehensive Health Ctr. Post Office Box 3437 Jackson, Mississippi 39207	Project Director 601-353-5891
Monsignor Alexander O. Sigur	Notre Dame Seminary 2901 South Carrollton Avenue New Orleans, Louisiana 70118	Rector, Notre Dame Seminary 504-866-7426
Dr. Vasco A. Smith, Jr.	505 Vance Avenue Memphis, Tennessee 38126	Dentist 901-525-3479
Mr. James Stokely	405 Clifton Heights Newport, Tennessee 37821	Author 615-623-7394
Dr. William H. Townsend	1304 Wright Avenue Little Rock, Arkansas 72206	Optometrist 501-375-4514
The Hon. Avon Williams, Jr.	1414 Parkway Towers 404 James Robertson Parkway Nashville, Tennessee 37219	Attorney; State Senator 615-244-3988

CLASS OF 1975

Mr. W. J. Michael Cody	130 North Court Avenue Post Office Box 3115 Memphis, Tennessee 38103	Attorney 901-523-2311
Mrs. Lawrence Coe	262 Stonewall Place Memphis, Tennessee 38112	Chairman, Memphis School Board 901-275-5018
Dr. Ralph Mason Dreger	Psychology Department Louisiana State University Baton Rouge, Louisiana 70803	Professor of Psychology 504-388-2273
Mr. Paul M. Gaston	Department of History University of Virginia Charlottesville, Virginia 22903	Professor of History 703-924-7146

CLASS OF 1975 (Continued)

Thomas E. Gilmore, Sheriff	Route 1, Box 261 Forkland, Alabama 36740	Sheriff, Greene County, Alabama 205-289-0292
The Hon. Fred D. Gray	Gray, Seay & Langford Post Office Box 239 Tuskegee, Alabama 36083	Attorney; Member, Ala. Legislature 205-727-4830
Dean Martin L. Harvey	Southern University Southern Branch Post Office Baton Rouge, Louisiana 70813	Dean of Student Affairs 504-771-3272
Mrs. Julien J. Hohenberg	91 Morningside Park Memphis, Tennessee 38104	901-327-4356
Mrs. Helen Howard	523 Chevelle Lane Decatur, Georgia 30030	404-377-4504
Mordecai C. Johnson, Esq.	Post Office Box 743 354 A North Dargan Street Florence, South Carolina 29501	Attorney 803-669-1891
Mr. Paul Johnston	Johnston and Shores 1142 Brown-Marx Building Birmingham, Alabama 35203	Attorney 205-251-1261
Mr. Eugene L. McLemore	McLemore and Ward Post Office Box 575 Greenville, Mississippi 38701	Attorney 601-335-5021
Mr. Sylvan Meyer	The Miami News Post Office Box 615 Miami, Florida 33152	Editor 305-350-2891
Mr. George A. Owens	Tougaloo College Tougaloo, Mississippi 39174	President, Tougaloo College 601-956-4941
Mr. Robert J. Palmer	304 South Main Street Sumter, South Carolina 29150	Funeral Director 803-773-3381

CLASS OF 1975 (Continued)

Mrs. Frances Folk Rogers	201 Overhill Drive Walterboro, South Carolina 29488	Music Teacher 803-549-5450
Mary E. Sand	Louisiana State University New Orleans, Louisiana 70122	Counselor, College of Liberal Arts 504-288-3161 ext. 63
Mr. John W. Walker	Walker, Kaplan & Mays, P.A. 622 Pyramid Life Building Little Rock, Arkansas 72201	Attorney 501-374-3758
Mr. J. H. Wheeler	Mechanics and Farmers Bank Post Office Box 1932 Durham, North Carolina 27702	President 919-682-9338 or 919-688-3448
Dr. Raymond M. Wheeler	3724 Warrington Drive Charlotte, North Carolina 28211	Physician 704-375-1795
Professor Bell I. Wiley	History Department Emory University Atlanta, Georgia 30322	Professor of History 404-377-2411 ext. 7501
Miss Josephine Wilkins	Sheraton-Biltmore Hotel 817 West Peachtree Street, N. E. Atlanta, Georgia 30383	404-875-3461
Mrs. Alice Spearman Wright	1511 Laurel Street Columbia, South Carolina 29201	803-256-8111
Mr. Jack H. Young	213 Redmond Building, Suite 207 115½ North Farish Street Jackson, Mississippi 39201	Attorney 601-352-7484
Mr. James E. Youngdahl	Post Office Box 6030 2101 Main Street Little Rock, Arkansas 72206	Attorney 501-376-6355

CLASS OF 1976

Mrs. Monica K. Appleby	Route 1, Box 178 Dungannon, Virginia 24245	703-467-2576
The Hon. Julian Bond	361 Lee Street, S. W. Atlanta, Georgia 30314	State Legislator 404-758-9101
James P. Carter, M.D.	Box 69-A Meharry Medical College Nashville, Tennessee 37208	Professor of Medicine, Meharry and Vanderbilt 615-327-6279
Joan Carpenter Cashin	416 Owens Drive, S. E. Huntsville, Alabama 35801	205-536-3240
Mrs. Gwen Cherry	636 N. W. Second Avenue Miami, Florida 33136	State Legislator 305-379-1892
Mr. Walter B. Clancy	16 Sherrill Heights Little Rock, Arkansas 72207	501-664-0340
The Rev. Philip Cousin	St. Joseph's A.M.E. Church 804 Fayetteville Street Durham, North Carolina 27701	Pastor 919-682-4929
Mr. Neil O. Davis	Auburn Bulletin 122 Tichenor Avenue Auburn, Alabama 36830	Editor and Publisher 205-887-8551
Mr. Joel L. Fleishman	4875 Duke Station Durham, North Carolina 27706	Vice Chancellor for Ed. & Res. in Public Policy 919-684-6612
Dr. Norman Francis	Xavier University of Louisiana New Orleans, Louisiana 70125	President 504-486-7411 ext. 221
Mr. E. H. Gadsden	458½ West Broad Street Savannah, Georgia 31401	Attorney 912-234-0611
Charles M. Grigg, Ph.D.	Institute for Social Research 654 Bellamy - Florida State Un. Tallahassee, Florida 32306	Director 904-599-2015

CLASS OF 1976

Mr. Aaron E. Henry	213 Fourth Street Clarksdale, Mississippi 38614	Pharmacist 601-624-2913
Barbara Y. Howard	Route 1, Box 209 Crozet, Virginia 22932	Professor of Radiology, UVa 703-823-5532
Miss Mary E. Jones	Route 2, Box 209 Waverly, Virginia 23890	Human Resources Planner 703-899-3882
Mr. E. T. Kehrer	AFL-CIO Civil Rights Division Suite 1422- 40 Marietta Street, N.W. Atlanta, Georgia 30303	Regional Director 404-525-8549
Mr. George Lewis	The Lewis State Bank Post Office Box 750 Tallahassee, Florida 32302	Chairman 904-224-2121
Hawk LittleJohn	Route 1 Louisville, Tennessee 37777	Community Organizer for Cherokees 615-984-3040
Mr. Herman H. Long	Talladega College Talladega, Alabama 35160	President 205-362-2752
Rev. L. Powers McLeod	First United Methodist Church 6 East Wright Street Pensacola, Florida 32501	Minister 904-432-1434
Mrs. Helen Mervis	805 American Bank Building New Orleans, Louisiana 70130	Director, Wake Up Louisiana! 504-523-3132
Mr. Eugene Patterson	Editor and President St. Petersburg Times Post Office Box 1121 St. Petersburg, Florida 33031	Editor and President 813-894-1111
Prof. Daniel H. Pollitt	University of North Carolina School of Law Chapel Hill, North Carolina 27514	Professor of Law 919-933-5106
Louise Moody Shils	55 Cedar Knoll Tuscaloosa, Alabama 35401	Student 205-556-2031
Mr. Frank E. Smith	204 Suburban Road Knoxville, Tennessee 37919	Journalist 615-693-3314

CLASS OF 1976

Mr. Aaron E. Henry	213 Fourth Street Clarksdale, Mississippi 38614	Pharmacist 601-624-2913
Barbara Y. Howard	Route 1, Box 209 Crozet, Virginia 22932	Professor of Radiology, UVa 703-823-5532
Miss Mary E. Jones	Route 2, Box 209 Waverly, Virginia 23890	Human Resources Planner 703-899-3882
Mr. E. T. Kehrer	AFL-CIO Civil Rights Division Suite 1422- 40 Marietta Street, N.W. Atlanta, Georgia 30303	Regional Director 404-525-8549
Mr. George Lewis	The Lewis State Bank Post Office Box 750 Tallahassee, Florida 32302	Chairman 904-224-2121
Hawk LittleJohn	Route 1 Louisville, Tennessee 37777	Community Organizer for Cherokees 615-984-3040
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Prof. Daniel H. Pollitt	University of North Carolina School of Law Chapel Hill, North Carolina 27514	Professor of Law 919-933-5106
Louise Moody Shils	55 Cedar Knoll Tuscaloosa, Alabama 35401	Student 205-556-2031
Mr. Frank E. Smith	204 Suburban Road Knoxville, Tennessee 37919	Journalist 615-693-3314

LIFE FELLOWS

Mr. Paul R. Christopher '69	216 Flatiron Building Knoxville, Tennessee 37917	Regional Director, AFL-CIO 615-524-7481
Mr. Herbert M. Davidson '68	901 Sixth Street Daytona Beach, Florida 32017	Editor-Publisher, Daytona Beach News-Journal 305-252-1511
Dr. Albert W. Dent '72	2401 Gentilly Boulevard New Orleans, Louisiana 70122	504-947-4217
The Rev. Theodore R. Gibson '66	Christ Episcopal Church Post Office Box 6 Coconut Grove Station Miami, Florida 33130	305-445-2224
Mr. Paul E. Green '65	Route 3, Box 587 Farrington Road Chapel Hill, North Carolina 27514	Author, Playwright 919-933-3771
The Hon. Brooks Hays '72	314 Second Avenue, S. E. Washington, D. C. 20003	Faculty - Wake Forest College 919-725-9711
The Rev. Edward McDowell '62	270-D Peachtree Hills Avenue, N. E. Atlanta, Georgia 30305	404-233-8423
Rabbi Charles Mantinband '68	c/o Ginsburg 838 Ratcliff Street Shreveport, Louisiana 71104	
Mrs. William T. Mason '69	2630 Chesterfield Boulevard Norfolk, Virginia 23504	703-623-0120
Dr. Benjamin E. Mays '68	3316 Pamlico Drive, S. W. Atlanta, Georgia 30311	President, Atlanta School Board 404-696-5792
Mr. L. D. Milton '69	529 Waterford Road, N. W. Atlanta, Georgia 30318	404-691-0078
Mr. Benjamin Muse '69	11442 Waterview Cluster Reston, Virginia 22070	703-437-6153

LIFE FELLOWS (Continued)

Col. Francis P. Miller '66	Tamassee Kitty Hawk, North Carolina 27949		
Dr. Riley B. Montgomery '66	112 Irvine Road Lexington, Kentucky 40502	President Emeritus 606-252-0361	
Dr. C. H. Parrish '68	Dillard University New Orleans, Louisiana 70122	Visiting Professor	
Mrs. J. N. Rayzor '68	3207 Groveland Lane Houston, Texas 77019	713-528-7367	
Dr. Harry V. Richardson '68	Interdenominational Theological Sem. 671 Beckwith Street, S. W. Atlanta, Georgia 30314	404-522-1772	
Miss Dorcas Ruthenberg '68	2215 Bonnycastle Avenue Louisville, Kentucky 40205	502-451-1819	
Mrs. David Terry '64	411 East Seventh Street Little Rock, Arkansas 72202	501-372-4895	
Mrs. J. Fount Tillman '68	Palmetto Farm, RFD 1 Lewisburg, Tennessee 37091	615-359-1376	(to receive no mail)
Mr. Carter G. Wesley '64	Houston Informer Post Office Box 3086 Houston, Texas 77001	Publisher 713-223-8347	
Dr. H. Franklin Williams '72	South Harpswell, Maine 04079		
Mr. Paul Williams '72	3320 Gloucester Road Richmond, Virginia 23227	Publisher 703-353-3241	
Mr. Marion A. Wright '72	Topknot Linville Falls, North Carolina 28647	704-765-2522	

SOUTHERN REGIONAL COUNCIL COMMITTEES
1973

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SRC Annual Mtg - 1973

RESOLUTION DELEGATING AUTHORITY
TO EXECUTIVE COMMITTEE UNDER
ARTICLE II, SECTION 9

WHEREAS, Article II, Section 9 of the By-Laws of the Southern Regional Council provides that an Associate Membership may be awarded under such conditions and with rights, privileges and obligations as the Members may determine, now, therefore, it is hereby

RESOLVED: That the Executive Committee of the Council is hereby delegated the right to determine the conditions, rights, privileges and obligations of Associate Membership in the Council, excluding, however, the right to vote or to be counted in determining the existence of a quorum of the Council; and

FURTHER RESOLVED: That the Executive Committee be, and it hereby is, authorized to accept, during the Calendar Year 1974, applicants for Associate Membership, who meet the standards established by the said Committee.

WHEREAS, equal employment opportunities for women and minorities is a principal issue in this nation today, and,

WHEREAS, the federal government has repudiated its commitment to affirmative action and aggressive enforcement of compliance regulations as exemplified by the recent firing of Ruth Bates Harris, former Deputy Assistant Administrator for Equal Opportunity Program of NASA.

WHEREAS, recent Department of Labor statistics or the region indicate that there is a gross under-utilization of women and monorities in both the public and private sectors, and,

WHEREAS, Department of Labor statictis also indicate serious salary discrepancies within job categories for minorities and women, and,

WHEREAS, 94 percent of those persons making $15,000 or more in this country are white males, and,

WHEREAS, 73 percent of those persons making $3,000 or less are heads of families who are employed full-time.

THEREFORE BE IT RESOLVED THAT the Southern Regional Council call upon the Administration to re-affirm its commitment to the policies and objectives of the Equal Employment Opportunity Commission and to enforcement of compliance by all federal agencies and programs,

BE IT FURTHER RESOLVED THAT the Southern Region Council strongly urge regional employers to mandate as top priority the redressing of selection processes to provide for greater utilization of minorities and women and to provide objective selection criteria and processes,

THAT employers make every effort and provision to correct present inequities among minorities and women.

Atlanta, Georgia
November 3, 1973

WHEREAS, the Congress has declared its intent that revenue-sharing be non-discriminatory, and,

WHEREAS, preliminary reports indicate that funds distributed to the states and localities by the new federal revenue sharing legislation have not been used to support programs benefiting minorities and the poor, and,

WHEREAS, doubts have been raised as to the practical effectiveness of civil rights provisions contained in the revenue sharing legislation and,

WHEREAS, representatives of minorities and the poor have not generally had the opportunity to participate in the decision-making process regarding the spending of revenue sharing runds,

THEREFORE BE IT RESOLVED THAT the Southern Regional Council urge the U. S. Office of Revenue Sharing to establish regional field offices to monitor the expenditure of revenue sharing funds to determine violations of the anti-discriminatory provisions of the revenue-sharing regulations, and to act expeditiously on all violations and on all complaints of civil rights violations as provided by the regulations, and

THAT the Southern Regional Council call on all states and localities to carefully monitor all programs where revenue-sharing funds are allocated to discover violations of the anti-discriminatory provisions of the revenue-sharing legislation and to promptly report these violations to the U. S. Office of Revenue Sharing, and,

THAT the Southern Regional Council urge all states and localities in the region to hold publicized open hearings with full citizen participation in all decisions on the spending of federal revenue sharing monies, and,

THAT states and localities be urged to adopt programs to benefit minorities and the poor in the apporpriation of revenue-sharing funds.

Atlanta, Georgia
November 3, 1973

WHEREAS, the Southern Regional Council's School Desegregation Project has found that many southern school districts have expelled or suspended young people from school, in a manner discriminatory to blacks,

WHEREAS many students, black and white, have been pushed out of school as part of a pattern of their school districts' continuing resistance to desegregation,

WHEREAS, many students have been pushed out due to the school districts' refusal to meet their educational needs and desires,

WHEREAS, first amendment and 14th amendment rights are commonly denied to students in the disciplinary process,

WHEREAS, it has been found that students and parents play little, if any, role in determining discipline codes and suspension and expulsion rules,

THEREFORE BE IT RESOLVED that the Council set up a mechanism by which to convince school district personnel of the necessity to consult with parents and students in reformulating their disciplinary policies with the assurance of due process rights and the involvement of students in the implementation of these policies, and, that the Council actively counsel southern school district personnel to seek, with parent and student consultation, alternative solutions to present expulsion and suspension practices, without interrupting the students' educational process.

Atlanta, Georgia
November 3, 1973

WHEREAS, in the opinion of many highly qualified authorities the failure of health care delivery systems in this country has been overwhelmingly demonstrated in recent months, and,

WHEREAS, disadvantaged groups suffer most from the massive failure of present systems of health care, and,

WHEREAS, we can no longer afford the perpetuation of the crisis-oriented, episodic medicine currently practiced by most health care delivery systems,

THEREFORE BE IT RESOLVED THAT the Southern Regional Council endorses comprehensive approaches to health care incorporating prevention, along with treatment, as the most realistic and effective method of providing health care, and,

THAT the planning and operation of such comprehensive health care system involve citizen participation as well as that of the health care professions, and

THAT such comprehensive care should include primary ambulatory medical care with in-patient hospital back-up as well as necessary social and environmental health services, and,

THAT the Council specifically urge the expansion of federally supported health centers offering health care to residents or poverty areas, and,

THAT we encourage the Department of Health, Education and Welfare to adopt the priorities formerly employed by the Office of Economic Opportunity which allowed centers to operate on a more comprehensive basis including both social and environmental services, rather than forcing them to function as strictly primary medical facilities.

Atlanta, Georgia
November 3, 1973

WHEREAS, numerous studies and court cases have shown widespread inequities in the distribution of funds to schools within a state; and,

WHEREAS, our own studies confirm that these inequities exist in the South particularly impairing the quality of educational offerings to the rural poor, urban poor and minority groups, and

WHEREAS, we believe that the amount of money spent on a child's education should not vary with the relative affluence or poverty of his school's immediate geographic area,

THEREFORE BE IT RESOLVED THAT, the Southern Regional Council urge that immediate steps be taken in each state in the region to bring about equitable school financing, and,

THAT, in each careful consideration be given to total state funding as an efficient means of achieving this equity.

Atlanta, Georgia
November 3, 1973

WHEREAS, the Southern Regional Council has begun a Small Farmers Research Project to deal with the impact in the South of the national problem of rural development, and,

WHEREAS, preliminary investigations reveal that the U. S. Department of Agriculture, the land grant colleges, and the agricultural extension service have encouraged displacement from agriculture of small farmers by favoring the growth of mechanized, corporate agriculture, and,

WHEREAS, these organizations have offered little or no help to black farmers, and,

WHEREAS, the system of separate and unequal land grant colleges discriminates by allocating fewer resources for the training and education of black farmers than for white farmers, and,

WHEREAS, most small farmers displaced from agriculture have suffered in rural areas from a lack of employment, of decent housing, of adequate services in health and education without finding a better life in the cities,

THEREFORE BE IT RESOLVED THAT, the Southern Regional Council calls upon the U. S. Department of Agriculture to end policies which discriminate against small farmers and rural minorities and urges the Department and other appropriate government authorities to make immediate efforts to deliver meaningful job, educational, health, and housing services to the rural areas of the South, and recommends that the black land grant colleges be given the resources to enable them to play a significant role in this process.

Atlanta, Georgia
November 3, 1973

WHEREAS a study made by the Southern Regional Council had demonstrated the inadequacy of the welfare system, in that as of 1969 in the eleven southern states, only 31% of poor families received public assistance and only 14% of them were raised above poverty level by that assistance, and

WHEREAS the same study indicates that employment does not suffer to take families out of poverty in that 48%, nearly half of the heads of poor families were employed and 73% of those worked full time, and

WHEREAS a number of plans are under discussion such as the negative income tax, the guaranteed annual income, and the family assistance plan.

THEREFORE BE IT RESOLVED THAT the Southern Regional Council urge Congress and State Legislatures to proceed without delay to devise a replacement for our public welfare system with one which will not neglect the working poor nor unjustly penalize those not employed.

Atlanta, Georgia
November 3, 1973

9A
(ALTERNATE)

WHEREAS, the present national Administration has shown contempt for the principles of human rights, dignity and justice, and disregard for the virtue of honesty, and,

WHEREAS, this Administration no longer inspires the respect and trust of the American people, and

WHEREAS, the continuation in office of this Administration can only further damage the American spirit and further dishonor our country to the world and to ourselves, and

WHEREAS, achieving the true potential of the Southern region is particularly threatened by leadership incapable of effectuating our democratic ideals on a nationwide basis,

THEREFORE, BE IT RESOLVED THAT the Southern Regional Council strongly urge the Congress act with a dispatch in the confirmation of a qualified vice-president and that President Richard Nixon resign immediately.

Atlanta, Georgia
November 3, 1973

9B
(ALTERNATE)

WHEREAS, the administration of Richard Nixon has shown contempt for the principles of human rights and justice, and the virutes of honesty and truthfulness, and,

WHEREAS, the inability of Richard Nixon to inspire the respect and trust of the American people is overwhelmingly demonostrated, and

WHEREAS, the continuation in office of Richard Nixon can only further damage the American spirit and further dishonor our country and ourselves;

THEREFORE BE IT RESOLVED by the Southern Regional Council:

THAT the public interst require urgently the establishment of a new administration by Congressional confirmation of a qualified vice president nominee and impeachment of the President, and

THAT we call upon the House of Representatives to continue with all deliberate speed to enact Articles of Impeachment for trial by the Senate.

Atlanta, Georgia
NOvember 3, 1973

WHEREAS, the election of Maynard Jackson as the first black mayor of Atlanta was achieved with significant support of total electorate of Atlanta white voters; and

WHEREAS, this broad bi-racial support was made in spite of a divisivle, racially inspired campaign by Maynard Jackson's opponent; and

WHEREAS, Maynard Jackson's victory is the latest and most significant example of the willingness of substantial numbers of southerners to ignore racist appeals and to vote for qualified candidates; and

WHEREAS, Maynard Jackson's election is the most recent example of the ability of qualified blacks to successfully secure public office in the South;

NOW THEREFORE BE RESOLVED by the Southern Regional Council that,

1. The Southern Regional Council commend Maynard Jackson and the people of Atlanta, black and white, on his victory; and

2. We encourage other blacks through the region to run for public office; and

3. We urge all white candidates to realize that race-baiting, even in a suble manner, will no longer influence or determine elections.

Atlanta, Georgia
November 3, 1973

WHEREAS, historically black lawyers have been and are now in the forefront of efforts in our region to achieve equality for all persons in every facet of our society through lawful means, and,

WHEREAS, the system of administration of justice has traditionally adversely affected blacks and the poor to a disproportionate degree, and,

WHEREAS, black lawyers have demonstrated a special sensitivity and competence to advocate, assert, protect, defend and enlarge the rights of black and disadvantaged persons in our region, resulting in the attainment of rights enuring to the benefit of all citizens, and,

WHEREAS, black lawyers have been, in general, systematically excluded from or severely limited in participation in responsible positions in the administration of justice in this region, in either the federal or state courts or as representatives of or attorneys for local, state or federal entities,

THEREFORE BE IT RESOLVED THAT the Southern Regional Council urge appropriate public officials to take immediate steps to promote or assign black lawyers to responsible positions in the Southern Region in the administration of justice, including appointments to federal and state judgeships,

BE IT FURTHER RESOLVED THAT the Council call upon other organizations and private citizens to support this resolution.

Atlanta, Georgia
November 3, 1973

WHEREAS, it has come to the attention of the Southern Regional Council that an organization of citizens called Federalism '76, privately financed, has been formed to conduct studies of the federal system as part of the bi-centennial celebration and,

WHEREAS, the South as a region suffers from problems of disparate regional incomes, from economic handicaps, from low educational standards, and from meagre health facilities which might benefit from solutions of a broad national, federal character,

BE IT RESOLVED THAT the Southern Regional Council note with approval the foundation of Federalism '76 and hope that its studies will be people-centered and will face the problems which handicap particular states and regions, offering solutions of a national character to problems with which states individually cannot cope; and pledge cooperation in such studies; and ask its own members to cooperate with Federalism '76 in its purpose of making our constitutional system function effectively under modern conditions and in the spirit in which the Federal system was conceived.

Atlanta, Georgia
November 3, 1973

INSERTS IN PROGRAM FOR THE 70'S

(PAGE 90, BOTTOM)

WOMEN

1. Through our existing research apparatus, we will compile data on legal, health, employment, and education problems in order to serve as a central regional resource for other organizations and to enrich the Council's own programs.

2. The Committee on the Role of Women will be an on-going consultant component to insure that the perspectives of women are included in all programs, task forces, reports, research, conferences, seminars, etc. emminating from the Council and to initiate activities relating to issues concerning women.

(PAGE 98, AFTER FIRST SENTENCE)

CONCLUSION

We now have the mechanisms for the formation of perspectives and issues concerning women. Specific concerns of women will be incorporated into the structure, operations, and into the various projects of the Council.

STRIKE IN NEXT SENTENCE: "other groups such as women and"

SUMMARY OF STAFF'S COUNCIL-RELATED ACTIVITIES & AFFILIATIONS

A. Speeches Made by Staff to National, Regional and State Organizations

1. George Esser: Speech before N. C. Association of City Commissioners; National Urban League Workshop; N. C. Institute of Government; Ford Leadership Development Program, National Council on Aging; Virginia Council on Human Relations; Anglican Deans of the Western Hemisphere.

2. Harry Bowie: Speech before American Institute of Planners (AIP).

3. Alexis Herman and Teresa McGowan: Speeches before Delta Sigma Theta National Convention; Atlanta University Symposium; Georgia College Placement Association.

4. Pat Watters: panel appearance at National Speech Communicatios Association Meeting.

5. Leon Hall: appearance on Atlanta's WSB-TV, speech at National Education Association Meeting.

6. Emory Via: Speech to Arkansas Council on Human Relations; to conference sponsored by Mississippi AFL-CIO and the A. Phillip Randolph Institute.

B. Publications Other than Staff Materials

1. Pat Watters: Articles in CHRISTIAN CENTURY Journal.

2. Page Crosland: Produced and narrated script for Urban Communication Project.

C. National or Regional Meetings at which SRC was represented

1. George Esser: Desegregation Conference at Arlie House (Virginia); Meeting at Woodrow Wilson International Center on the "new federalism;" Southern Growth Policies Board.

2. Harry Bowie: National Sharecroppers Meeting; National Urban Coalition; National Association of Human Rights Workers.

3. Alexis Herman, Teresa McGowan, Paulette Norvel: National Conference on Career Education; Advisory Committee on Status of Women in Industry; National Education Association.

4. Emory Via: Southern Sociological Society; Industrial Union of AFL-CIO.

5. Pat Watters: Committee for Diversity of the Press (national organization of s 11 magazines), Leslie Dunbar Committee on Watergate.

6. Lucy Watkins: Annual Meeting of Southern Regional Demographic Group.

7. Gretchen Maclachlan: National Conference on School Finance.

8. Leon Hall: Collaborator for Leadership Development Conference at Mary Holmes College; convened meeting of Congress; Black Caucus members on education.

9. Gwendolyn Davis: First Annual Convention of National Black Policemen's Association, SCLC conference at Shaw University on Student Involvement; ACLU conference on Georgia Jails and Prisons (some for coverage purposes).

10. Page Crosland: AAUP Conference at University of Georgia on the American Woman (also covered for publication).

11. Ronnie Whittington: National Conference of Christian and Jews; SCIC Conference on Student Involvement.

12. Jimmie Samuel: Workshop on saving the Black Colleges at Orangeburg, S. C.; AFSC Conference on student rights in Montgomery, Alabama.

D. Board Memberships and Advisory Committees

1. George Esser: National Sharecroppers Fund; Atlanta University Center; National Training and Development Service.

2. Harry Bowie: Delta Foundation; Rural Institute Project; S. W. Mississippi Opportunity, Inc.; Fine Vines; McComb Center.

3. Alexis Herman: YMCA and Campaign for Human Development.

4. Emory Via: Workers Education Local #189 American Education of Teachers; Labor Affairs Program of National Urban League; Georgia ACLU Executive Board.

5. Marge Manderson: Metro Atlanta Summit Leadership Congress.

6. Lucy Watkins: Selection Committee for southeast region Leadership Development Project (Ford Foundation sponsor); Program Planning Committee for Southeast Regional Demographic Group.

7. Leon Hall: Academy Theatre Elementary and Secondary Assistance Act (ESAA) Advisory Committee; Harvard Center for Law and Education; Voter Education Project Fellow.

8. Page Crosland: Fulton County Democratic Party Executive Committee.

Dwayne - Tues. a.m., leave Fri. p.m.
dinner Thurs. night - Comm.
plus George -

Ask GE about Walls reporting
to Exec. Comm.

Joe Tom
Edsley for
Thurs. night
~~Wed.~~

Cocktails 6:30
dinner 7:15

Chas. Sherrod
Linda Youngblood

125,000.
New Communities

Hamilton & Walls

1,000.

688-8600

MEMO FROM THE DESK OF:

JIM WOOD

Ruth H C - Thurs.
Pat Dewan
George + Harry
Fri. night

Invest. Research

cancel Joel

buy bottles
bourbon
scotch
gin
small vermouth

have res. room for Dwayne for 6
mentioned 8 people - room + dinner

no suite

suite res. for 6th

Dwayne - Wed Fri.
8 - Esser, Bonnie Walls, Hudgins, Easley
Anderson, Watters, Davis
Thurs. 6th
Phil Carter
8 Maggie Hunter
Reese Cleghorn
Claude Sutton
Bill (~~Robert~~) Dilday
Jack Nelson
J. B. Craven, Jr. - to be changed to double
~~Marion Wright Edelman~~ (to be cancelled)
~~Joe Tom Easley~~ - to be added
ask George

singles
no room
J. Lowell Ware
Joe Tom

George & Harry
check w/ Josephine Wilkins

Friday lunch
Exec. Comm.
Nom.
Thurs. nite group
Finance - Joel & Elson

} back hall

Fri. nite
Exec. Comm.
Nom.
Esser
Bowie
Wood
Watkins
Brothers

dinners - Carol

Columbus Room

arrange w/ captain

guarantee 16

Thursday

6:30 drinks
7:15 dinner

dinner for [redacted] 17

french onion soup
London Broil
~~cole slaw? - no lettuce~~ 3 bean salad
stuffed baked potato
peas + mushrooms
creme de Menthe parfait

Carter, Hunter, Cleghorn, Sitton, Dilday, Nelson, Mr. + Mrs. Craven
Ware, ~~Easley~~, Walls, Esser, Bowie, Hudgins, Anderson,
Watters, Davis

Brunswick Room

guarantee 23

Friday

7:00 drinks
7:45 dinner
whiskey to Esser's suite
one long table

dinner for 25

fruit cup
Breast of chicken imperial w/rice + mush
Waldorf salad - no lettuce
string beans almandine
baby carrots
~~peach melba or~~ ice cream meringue

Esser, Bowie, Wood, Watkins, Brothers, R. Wheeler, Derian, ~~Gomillion~~,
Pitts, Wilkins, Henderson, ~~Appleby~~, Carter, Cashin, Chambers,
Hollowell, Lee, Marsh, Palmer, J. Wheeler, Youngdahl, Haas,
Wright, Long, Smith, Dabbs, Harvey

rooms - Barbara

6th cancel Joel Fleishman ✓
6th+7 add Ruth Harvey Thurs. (+ Fri.) ✓
6+7 add Patt Derian Thurs. (+ Fri.) ✓
6th Change J. B. Craven from single to double ✓
4th, 5th, 6th Change Dwayne from single to double ✓
6th cancel Marian Wright Edelman ✓
Fri. 7th add suite for GE w/ l. room + 2 adjoining bedrooms ✓
6th add Bill Dilday for Thurs. 6th ✓
7th Harry Bowie - add single ✓
7th add single for Josephine Wilkins ✓
7th cancel Gornillion ✓
7th cancel Appleby ✓
6th cancel Cleghorn ✓
6th cancel Nelson ✓

FOR YOUR INFORMATION - - CONFIDENTIAL

Benjamin D. Segal

[Arkansas]

AFL-CIO

October 11, 1957

Mr. Benjamin D. Segal, Director
Trade Union Program on Civil Rights & Liberties
1244 Nineteenth Street, N. W.
Washington 6, D. C.

Dear Ben: -

It was nice visiting with you again and I will appreciate your sending me any clippings you run across where we have been quoted.

You asked me to express my opinion of the Little Rock crisis. At the present time the general sentiment of the people still favors the Governor. The question foremost in their minds is, "how long will the troops stay?"

Inasmuch as the Labor Movement in Arkansas has made more progress toward intergration than any other segment of our population, we have long ago intergrated our local unions and union meetings. We have a Negro on the Executive Board of our State Council. In our educational, political and religion and labor programs, the Negroes have not only been invited, but urged to attend all functions. Now, to say that we can no longer continue this practice would be untrue, but I will say it will be some time before we can return to the normal trend of progress that we once enjoyed. What happens next? I can only guess. But I am sure it will take a number of years to heal the wounds caused by the few hours of violence at Central High.

The intergration issue was nearly dead and the people had by far and large accepted the Supreme Court order. The proof of this is that more than a year ago the city buses were intergrated and the State Employment Security Division (under the Faubus Administration), which had previously provided separate facilities for white and colored, had discontinued this practice - both without incident.

We have a series of weekend schools scheduled for each of our six (6) Congressional Districts and it has been necessary to call off the one for October 12th in El Dorado, which is in the extreme southern part of the

[1957]
October 11, 1957

State. The leadership felt that the membership in that area, who had long ago accepted the Negro in their Unions, has now joined with the White America and White Citizens Council to fight school intergration. It was felt, with this feeling prevailing, we could not afford to risk that which has taken years to build. On the other hand, we are continuing plans for the Third Congressional District School at Fort Smith, which is in the northwestern part of the State. While there are not as many Negroes in this District as there are in four of the other five, there are still between 8 and 11 percent. Schools in Fort Smith and Van Buren were intergrated without incident.

There has been no meeting of the Executive Board of our Council since the situation occurred. Also, no local union in Arkansas, to my knowledge, has taken any action on the subject. The present situation is so charged with emotion that I believe we will all agree that it is very difficult to go about solving the problem intelligently right now.

With best personal wishes, I am

Sincerely yours,

V. H. "Bill" Williams
Executive Secretary

VHW:mm

TELEPHONE 3-6188

Alabama State Industrial Union Council

28½ SO. 20TH STREET

BIRMINGHAM 3, ALA.

July 17, 1956

Mr. Paul Anthony
Southern Regional Council, Inc.
63 Auburn Avenue, N. E., Room 432
Atlanta 3, Georgia

Dear Paul:

Your letter of July 16 requesting information regarding the meeting of the "Southern Federation of Labor" has been received. I am enclosing a newspaper story that appeared in this morning's Post Herald.

Frankly, it is difficult to evaluate this meeting as to its effectiveness at this time except to say that, in my opinion, it is going to fizzle out.

I do think that we should have as many observers there as possible and I think it is extremely important that someone with your training and background be present. Of course, it goes without saying that I, or any of the other officers of the CIO Council or the AFL could not attend, for obvious reasons.

With best wishes.

Sincerely yours,

Jim Battles

Jim Battles
Secretary-Treasurer

JB/ww
Enclosure

THE FUND FOR THE REPUBLIC, INC.

IN REPLY REFER TO:
BENJAMIN SEGAL
TRADE UNION CONSULTANT
[redacted]
WASHINGTON 6, D. C.
STERLING 3-2194
1820 Jefferson Pl., N.W.

December 7, 1956

Emory Via
c/o Southern Regional Council
63 N.E. Auburn Avenue
Atlanta, Georgia

Dear Emory:

I hope all is well with you and that Margaret is coming along.

If at all possible I would like to get from you any information that you have or remember about on the White Citizens Council in Georgia. The same thing about North and South Carolina, which you are working on. This will not be used in any formal capacity so it will not interfere with any work you are doing on the study. I am particularly interested in any situations where the White Citizens Councils hurt the unions or interferred with union activity. I would appreciate your help on this.

I suspect that by the time you get this letter, Harold Fleming will have talked to you. As you know, we want you to work with us and would like to do everything possible to insure your doing so. If you have any questions or uncertainties about the arrangement, financial or otherwise, please be sure and call me collect at the Washington office right away.

Best wishes.

Sincerely yours,

Ben

Ben Segal

BENJAMIN D. SEGAL
TRADE UNION CONSULTANT—FUND FOR THE REPUBLIC
1820 JEFFERSON PLACE, N. W., WASHINGTON 6, D. C.
STERLING 3-2194

January 25, 1957

Emory Via
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta, Georgia

Dear Emory:

Sorry that we didn't get a chance to talk over more things. When you get the opportunity would you send me that scurrilous picture that Bateman gave you. Also would you send me the bill for the lunch on Wednesday and I will send you a check for it. I am enclosing a copy of the list of the labor papers that I have.

I would guess that you don't have to worry about sending any stuff to Maravchik until we work out financial arrangements with him. Thanks for looking after Mary Saran, I appreciate it.

Best wishes and regards.

Sincerely yours,

Ben Segal

Ben Segal

P.S. As soon as I get some response from the UAW, Steel and Rubber guys about our proposed conference I will let you know.

AMERICAN LABOR EDUCATION SERVICE, INC.

1776 BROADWAY, NEW YORK 19, N. Y.

Telephone: CIrcle 5-9065

Director: Eleanor G. Coit

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January 28, 1957

Mr. Emory Via
c/o Dr. Harold C. Fleming,
Southern Regional Council, Inc.
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Emory:

Dr. Fleming mentioned to me in a letter received some time ago that it might be possible for you to come to the Washington's Birthday Conference. I feel sure that you know how much we should enjoy having you with us and I very much hope that you can be present.

I have wanted to write you for many weeks to tell you how very sorry I am to know of your wife's illness. We think of you and speak of you often and try to keep in touch with you through friends who have seen you. I hope you will give her my best wishes and I shall be anxious to hear how she is getting along.

With kindest regards,

Sincerely yours,

Eleanor G. Coit

Eleanor G. Coit
Director

EGC:CM

*deceased

46

NATIONAL ADVISORY COMMITTEE

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C O P Y

Solidarity House
8000 East Jefferson Ave.
Detroit 14, Michigan
Phone Lorain 8-400

UAW Letterhead

February 4, 1957

Mr. Benjamin D. Segal
Trade Union Consultant
Fund for the Republic
1820 Jefferson Place, N.W.
Washington 6, D. C.

Dear Ben:

In the last paragraph of your letter to me of January 22, 1957, you specifically asked that I submit ideas for items which I would like to have discussed during the Atlanta meeting. I would like to suggest that prior to the Atlanta meeting, a summary of the existing situation in the South be put together as it relates to the unions, the communities and the various hate groups operating in the South. I don't believe this should be a long report, but a small or resume and/or up-to-date summary of the existing situation. I think that such a report should be prepared and distributed at the meeting which could constitute some basis for the discussions.

In addition, I believe that the agenda should include: 1. What is the best appeal that can be made to members of the Trade Union Movement in the South? 2. Would not the economic approach be the ideal one, augemented by the struggle of the union to organize in the South? 3. What is the best medium through which we can contact our members, including international unions who have organized? But in addition, what about radio, TV and other media? 4. What would be the best approach in terms of literature and its distribution to Southern Trade Unionists and what are the means of contact to be used in this regard? 5. Is not the time right in the South to discuss realistically the question of Civil Rights and planned educational classes on a city-wide level and/or perhaps individual local union level? If so, can materials be put together for use in such classes? 6. What kind of visual aids such as posters, cartoons, etc., could be used in a campaign to debunk the pro-segregationists, having in mind the type of visual aids which can be placed on local union bulletin boards, etc.? What kind of joint poster campaign could be conducted with church and community and other liberal groups in the South?

C O P Y

These are just a few suggestions that I am submitting and I believe that the group might be interested in discussing them from the standpoint of the kind of united action that might come about as a result of a program in the South in this regard.

Sincerely,

WILLIAM H. OLIVER (Sig.)

William H. Oliver, Co-Director
Fair Practices & Anti-Discrimination
Department, UAW

WHO:cs
oeiu42afl-cio

Solidarity House
8000 EAST JEFFERSON AVE.
DETROIT 14, MICHIGAN
PHONE LORAIN 8-4000

INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW

WALTER P. REUTHER.....PRESIDENT
EMIL MAZEY.....SECRETARY-TREASURER
RICHARD GOSSER.....VICE-PRESIDENT
NORMAN MATTHEWS....VICE-PRESIDENT
LEONARD WOODCOCK..VICE-PRESIDENT
PAT GREATHOUSE.....VICE-PRESIDENT

February 6, 1957

Mr. Emory F. Via
Labor Consultant
Southern Regional Council, Inc.
63 Auburn Avenue, N.E. Rm. 432
Atlanta 3, Georgia

Dear Emory:

I have your letter of February 4, 1957. As per your request, I am attempting to get to you by February 8, 1957 the 100 copies of the publication "Souls Don't Have Color". I will ship them to Mr. Al Winn, Stillman College, Tuscaloosa, Alabama. We are sending these air express C.O.D., which will be the only charges for the pamphlets. Regards.

Sincerely and fraternally,

William H. Oliver

William H. Oliver, Co-Director
Fair Practices & Anti-Discrimination
Department, UAW

WHO:cs
oeiu42afl-cio

BENJAMIN D. SEGAL
TRADE UNION CONSULTANT—FUND FOR THE REPUBLIC
1820 JEFFERSON PLACE, N. W., WASHINGTON 6, D. C.
STERLING 3-2194

Feb. 7, 1957

Emory Via
Southern Regional Council

Dear Emory:

Sue is out sick so this is in a rush. I'm enclosing the letter from Bill Oliver and his suggestion. Perhaps you want to make a copy of it and send it back. Some of his suggestions are good.

I just talked to Ken Peterson of the IUE--He's quite interested and wants to invited a number of his southern staff guy plus, maybe Al Hartnett. Did you include the Hatters in your list? Would you send me a list of the unions you plan to invite?--A draft of the letter and copies of same that you would send out to the unions about the conference--
YOU SHOULD ALSO CHECK ON THE MAXIMUM NUMBER THAT CAN BE HANDLED AT ATLANTA U.

Feel free to come to the ALES Conference--but if you would rather spend the week-end with Margaret Ithink you should do so--In other words unless you have some personal reasons for coming I would think itwould be o.k. if you didn't come. By the way are yougetting the stuff from Manny's office? Would you be in a position to do a short summary for me of the implications of the southern survey that I could work in the Saturday sessionat the ALES conference? I would assume that Harold would be directing his comments to the more general picture in the south.

Forgive this rambling note but the damm phone is constantly ringing and I'm getting ready to dash to some meetings.

Best wishes. I will be in tough with you soon.

Ben

P.S. Itmight be a good idea for one of the staff guys to do a good human-interest story on the SRC for the Labor Press--I would try and get it placed. You might raise this with Harold--it might help inthe fund raising

PS. I'm enclosing some extra announcements of the ALES conference & was wondering whether there would be any point to trying to get anybody (like Pippin + others) to come ???

NORMAN B. SEATON
DIRECTOR
REGION 8

INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA • UAW

WALTER P. REUTHER.....PRESIDENT
EMIL MAZEY.....SECRETARY-TREASURER
RICHARD GOSSER.....VICE-PRESIDENT
NORMAN MATTHEWS....VICE-PRESIDENT
LEONARD WOODCOCK..VICE-PRESIDENT
PAT GREATHOUSE.....VICE-PRESIDENT

February 9, 1957

IN REPLY REFER TO:
ATLANTA OFFICE
95 MERRITTS AVENUE, N. E.
ATLANTA 8, GEORGIA
PHONE: TRINITY 4-3868

Mr. Emory F. Via, Labor Consultant
Southern Regional Council, Inc.
63 Auburn Avenue, N.E.
Room 432
Atlanta 3, Georgia.

Dear Emory:

Thanks for your kind letter and for submitting my name to the mailing list of PETAL PAPER.

I sincerely appreciate all of your efforts on your investigation of the card, and if you are able to get anything from the ADL, please let me know.

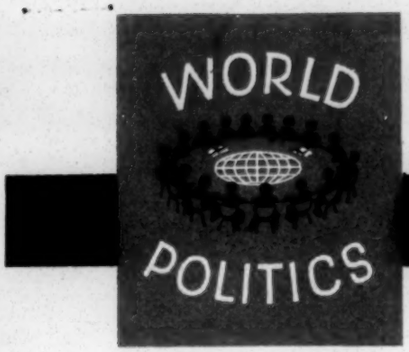
With kindest personal regards, I am

Sincerely and fraternally,

Johnny

John Bateman
Assistant Director
UAW Region 8

JB/bc



American Foundation for Political Education

HARRY BOARDMAN
Eastern Regional Director

14 FEBRUARY 1957

MR. EMORY VIA
SOUTHERN REGIONAL COUNCIL
WESLEY MEMORIAL BUILDING
63 AUBURN STREET
ATLANTA, GEORGIA

DEAR EMORY:

ENCLOSED IS A COPY OF THE LETTER TO MRS. STANLEY. IT IS, OF COURSE, ARRIVING SO LATE THAT IT MAY BE OF ABSOLUTELY NO USE TO YOU. I HOPE NOT. SUCH ARE THE EVILS OF BATTING AROUND THE COUNTRY.

AS INDICATED, I SHALL BE MOST GRATEFUL IF YOU CAN POSSIBLY PUT IN AN APPEARANCE AT THE FRIENDS MEETING ON SUNDAY, AND HELP CONVINCE THEM THAT THEY SHOULD SPONSOR A WORLD POLITICS PROGRAM IN ATLANTA. I SHALL OF COURSE UNDERSTAND IF YOU CAN'T MAKE IT.

AS YOU WILL NOTE FROM THE LETTER TO MRS. STANLEY, WE HAVE ALTERED OUR EXPECTATIONS SOMEWHAT AND NOW PLAN TO ATTEMPT THREE GROUPS IN ATLANTA BESIDE THE GROUP WHICH WILL BE MEETING ON THE EMORY CAMPUS ENTIRELY UNDER THEIR AUSPICES AND WILL NOT INCLUDE MENTION OF THE EMORY GROUP. AS YOU KNOW, THE REMAINING THREE GROUPS WILL BE AT LOCATIONS WHICH WILL PERMIT NEGRO PARTICIPATION IF IT SHOULD OCCUR. WE ARE UNDERTAKING TO SCHEDULE THE PROGRAM AT ATLANTA UNIVERSITY AND AT ONE OF THE MORE CONSERVATIVE CHURCHES IN ORDER TO REMOVE THE QUESTIONS OF INTEGRATION FROM BEING THE ISSUE THAT IT WOULD AUTOMATICALLY HAVE BECOME IF ONLY ONE GROUP WERE SCHEDULED - AT THE UNITARIAN CHURCH; WITH ATLANTA UNIVERSITY SPONSORSHIP INCLUDED. BY THE PRESENT POLICY, I HOPE TO ALLOW AMPLE OPPORTUNITY FOR INDIVIDUAL PARTICIPANTS TO CHOOSE A GROUP CONVENIENT AND AT THE SAME TIME NOT BE FORCED TO RESTRICT PARTICIPATION IN ANY GROUP.

ONE OF THE INCIDENTAL PROBLEMS WHICH THIS EXPANDED PROGRAM CREATES IS A NEED TO SECURE AND TRAIN SOME ADDITIONAL LEADERS. WITH THIS IN MIND, I HAVE TWO PARTICULAR REQUESTS:

336 EAST 43RD STREET • NEW YORK 17 • PHONE: LE·2·9215

1. COULD YOU SUGGEST ANY NEGROES IN THE COMMUNITY WHOM YOU MIGHT RECOMMEND AS LEADERS AND WHOM WE COULD ASK TO LEAD AT ATLANTA UNIVERSITY.

2. WOULD YOU CONSIDER IT AT ALL POSSIBLE TO CO-LEAD ONE OF THE GROUPS IN ATLANTA. SUCH AN EVENTUALITY WOULD BE A REALLY GREAT DELIGHT TO ME.

WE EXPECT TO SCHEDULE AN ABBREVIATED LEADER TRAINING SOME TIME IN MID-MARCH, PROBABLY SATURDAY OR SUNDAY MARCH 16TH OR 17TH, POSSIBLY THE FOLLOWING SATURDAY OR SUNDAY, THE 23RD OR 24TH. I HOPE THAT YOU MIGHT BE ABLE TO ATTEND THIS WHETHER OR NOT YOU ARE ABLE TO LEAD.

I SHALL BE IN ATLANTA AGAIN SOMETIME BETWEEN THE 21ST AND THE 27TH OF FEBRUARY AND SHALL HOPE TO SEE YOU BRIEFLY THEN.

SINCERELY,

Harry

HARRY BOARDMAN (12)

HB:JE
ENCL.

Bacote
Grace Hamilton
Friends will sponsor

14 February 1957

Mrs. John Stanley
525 Avery Street
Decatur, Georgia

Dear Mrs. Stanley:

I am very sorry that this letter is so late getting off to you, and I hope that it will arrive in time for the business meeting of the Friends on Sunday.

Confirming our phone conversation, we wish to secure the support and sponsorship of the Atlanta Friends Meeting for the proposed program of World Politics discussion groups to begin in Atlanta in late March.

As indicated, the World Politics program, a ten week discussion series for adults, meeting in groups no larger than thirty participants, is offered in nearly 150 cities throughout the country by the American Foundation for Political Education, under grants from the Fund for Adult Education of the Ford Foundation, in cooperation with leading educational, religious and community institutions. The basis for the discussions are Readings from modern and classical authors, collected in a three volume set provided each participant. The selections for each session stipulate basic and conflicting arguments illuminating the major issues under discussion. Lay persons from the Atlanta community have been, and are being, trained to lead each discussion group. Two such leaders, assigned to each group, are responsible for stimulating good discussion and challenging the individual participant to his own resolution of the conflicting arguments implicit in each of the moral-political problems underexamination.

We are attempting to establish four groups, to begin in late March, in different locations in Atlanta. We are now engaged in securing the support and sponsorship of prominent Atlanta educational, religious and community institutions. Emory, Oglethorpe, Atlanta Universities, the YM and YWCAs, the Columbia Theologica Seminary, The Foreign Policy Association, [redacted] AreaUnitarian Church are among

THOSE INSTITUTIONS WHICH HAVE CONFIRMED OR INDICATED PROBABLE SPONSORSHIP. EMORY UNIVERSITY HAS AGREED TO INCLUDE THE SERIES IN ITS SHORT COURSES PROGRAM. ATLANTA UNIVERSITY AND THE YWCA OR THE UNITARIAN CHURCH ARE PROPOSED AS OTHER POSSIBLE LOCATIONS. IN ADDITION, WE ARE SEEKING TO LOCATE THE PROGRAM AT ONE OF THE CHURCHES IN ATLANTA.

WE ARE PARTICULARLY ANXIOUS TO SECURE THE SUPPORT OF THE ATLANTA FRIENDS MEETING AS A SPONSOR. YOUR SPONSORSHIP WOULD ALLOW US TO INCLUDE THE FRIENDS NAME AMONG SIMILIAR INSTITUTIONS, INCLUDING THOSE ALREADY INDICATED, IN PUBLIC ANNOUNCEMENTS OF THE PROGRAM, AND ON THE BROCHURE, SIMILAR TO THE ONE ENCLOSED, WHICH WE WILL PRINT AS THE PRIMARY MEANS OF PROMOTION. IN ADDITION, WE WOULD APPRECIATE, AS POSSIBLE, YOUR ADDRESSING AND MAILING THIS BROCHURE TO YOUR MEMBERSHIP. COST OF POSTAGE WOULD BE SUSTAINED BY THE FOUNDATION.

I HAVE ENCLOSED SOME LITERATURE MORE FULLY DESCRIPTIVE OF THE WORLD POLITICS PROGRAM AND OF THE FOUNDATION. I HAVE SPOKEN WITH EMORY VIA, HAVE SENT HIM A COPY OF THIS LETTER AND HE HAS PROMISED TO TALK WITH YOU AND, IF POSSIBLE TO COME TO THE MEETING SUNDAY NIGHT.

I EXPECT TO BE IN ATLANTA BETWEEN FEBRUARY 21ST AND 27TH AND WILL HOPE TO TALK WITH YOU THEN. IF I SHOULD BE UNABLE TO REACH ATLANTA AS EXPECTED EITHER PAUL RILLING OF THE SOUTHERN AREA COUNCIL OF THE YMCA (JACKSON 1-0352) OR MRS. FRANCES PAULEY (DR 3-6735), WILL BE IN TOUCH WITH YOU. BOTH MR. RILLING AND MRS. PAULEY ARE ASSISTING ME IN ATLANTA, AND THEY WOULD BE HAPPY TO PROVIDE YOU WITH ANY ADDITIONAL INFORMATION.

THANK YOU VERY MUCH FOR YOUR HELP. I AM SORRY WE DID NOT GET TOGETHER ON MY LAST VISIT. I LOOK FORWARD TO MEETING YOU.

SINCERELY,

HARRY BOARDMAN

HB:JE
ENCL.

C O P Y

Solidarity House
8000 East Jefferson Avenue
Detroit 14, Michigan
Phone LOrain 8-4000

INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW

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Emil Mazey..Secretary-Treasurer
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Norman Matthews.Vice-Pres.
Leonard Woodcock..V.P.
Pat Greathouse....V.P.

February 19, 1957

Mr. Benjamin D. Segal
Trade Union Consultant
Fund for the Republic, Inc.
1820 Jefferson Place, N.W.
Washington 6, D. C.

Dear Ben:

I failed to mention in my letter to you of February 20, 1957, that two members of our Fair Practices staff will be attending the Atlanta, Georgia Meeting, March 13, 14, 1957 at Atlanta University. They are Earl Henderson and Julius Frazer, who will be arriving Atlanta Wednesday, March 13, 1957. Please make room and meal reservations for them.

Sincerely yours,

WILLIAM H. OLIVER (Sig.)

William H. Oliver, Co-Director
Fair Practices and Anti-Discrimination
Department, UAW.

WHO:os

oeiu42afl-cio

cc-Earl Henderson
Julius Frazer

(See letter of February 20, 1957, for letterhead.)

C O P Y

February 20, 1957

Mr. Benjamin D. Segal
Trade Union Consultant
Fund for the Republic
1820 Jefferson Place, N.W.
Washington 6, D. C.

Dear Ben:

Regarding your letter of February 13, 1957, please be advised I will arrive Atlanta, Georgia Tuesday, March 12, 1957. Please make room arrangements for me on this date. Oblige.

Kindest personal regards.

Sincerely,

BILL (Sig.)

William H. Oliver, Co-Director
Fair Practices & Anti-Discrimination
Department, UAW

WHO:cs

oeiu42afl-cio

Sakeen
Clearcopy Onion Skin
MADE IN U.S.A.

February 21, 1957

Mr. Kenneth Petersen
Legislative Director
I.U.E.
1226 - 16th Street, N.W.
Washington 6, D. C.

Dear Ken:

Thanks so much for the list of Southern I.U.E. staff.

I look forward to seeing you at the Atlanta Conference. Will you let me or Ben Segal know the I.U.E. staff men from the South that you would most like to have invited to the Conference?

Sincerely and fraternally,

Emory F. Via
Labor Consultant

EFV:mm

cc: Mr. Ben Segal

February 21, 1957

Mr. Paul R. Christopher
Director - AFL-CIO Region 8
216 Flatiron Building
705 Broadway, N.E.
Knoxville, 17, Tennessee

Dear Paul:

I certainly hope you can attend our Atlanta conference, the announcement of which I sent you yesterday.

Would you contact Dial Murphy, O.C.A.W., in Room 219-220 Flatiron Building to urge him to attend and let him know that you work with SRC. He will have received an announcement of the conference.

Fraternally,

Emory F. Via
Labor Consultant

EFV:mm

Communications

DISTRICT 3

CWA

Workers of America

40 PRYOR STREET, S. W.
ATLANTA 3, GEORGIA

1.40

February 21, 1957

Mr. Emory F. Via, Labor Consultant
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Emory:

Thank you for your letter of February 19th setting forth the details of your meeting on March 13th and 14th.

I am very sorry that I will not be able to attend your meeting as the dates of the conference are the dates on which the Union will be having its executive board meeting and I am required to attend it.

From your letter, it appears that it will be a very worthwhile meeting, and I would like to wish you the best of luck.

Fraternally yours,

G E Gill

G. E. Gill
District Director

mfw

Southeastern Regional Office

INTERNATIONAL LADIES' GARMENT WORKERS' UNION AFL—CIO

1489 GORDON STREET, S. W.
ATLANTA 10, GEORGIA

Telephone PLaza 3-1151

DAVID DUBINSKY, *President*
E. T. KEHRER, *Southeastern Regional Director*

February 21, 1957

Mr. Emory Via, Labor Consultant
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Emory:

I plan to attend the conference on March 13 and 14, and will bring my assistant, Nick Bonanno, with me.

Very best regards,

Sincerely,

E. T. Kehrer

E. T. Kehrer, Director
Southeastern Region, ILGWU

ETK/b
oeiu/21

AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

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EDISON 3-9627

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WM. F. SCHNITZLER

February 21st, 1957.

Mr. Emory F. Via, Labor Consultant
Rm. #432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Emory:

I appreciate your letter of February 19th, 1957, very much, but due to the press of AFL-CIO business in Region V, I will not be able to attend the Conference.

I wish for you a very pleasant and constructive meeting, and look forward to seeing you at some time in the early future.

Sincerely and Fraternally yours,

Carey Haigler

Carey E. Haigler
Director

CEH:ash
OEIU 2 afl-cio

AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

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O. A. KNIGHT

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DAVID DUBINSKY
WM. F. SCHNITZLER

REGION NO. 8, PAUL R. CHRISTOPHER, DIRECTOR
216 FLATIRON BUILDING
705 BROADWAY, N. E.
KNOXVILLE 17, TENNESSEE
PHONE 4-7481

February 21, 1957

Mr. Emory F. Via
Labor Consultant
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Emory:

I cannot possibly attend the working conference you have scheduled on March 13 and 14 in Atlanta to discuss problems faced by unions in the field of race relations, which the Southern Regional Council has decided to sponsor.

I am very sorry, naturally. Certainly it is timely -- overdue, in fact -- that such a conference be arranged. But I am wondering if a bit more checking around would not have been worthwhile, as to dates most convenient to those you may especially want to be there and the little matter of clearance with some AFL-CIO officials in Washington.

For example, if you want any of the AFL-CIO Regional Directors or any representatives of AFL-CIO on the staffs of the Regional Directors, except those in the Atlanta Region, clearance must be arranged in advance with the AFL-CIO Director of Organization, Mr. John W. Livingston. None of us are permitted to travel outside our respective regions without prior express authority to do so.

Maybe all this has been attended to; if so, forgive me my doubts. Another matter of double checking may have been completed too, that of being sure of the cooperation and blessing of the AFL-CIO Civil Rights Department, of which Mr. Boris Shiskin is Director. Still another AFL-CIO Department deserving of some consultation is the Education Department, headed by John Conners.

This is not to say the conference will not be successful in any case, or that it will not be tremendously worthwhile without the suggested prior assurance of cooperation by our AFL-CIO folks at the national level. But I am thinking of a number of good people I would like to see in attendance who will probably not get to attend unless these preliminaries have first been put behind you.

Maybe you have talked with George Guernsey of the AFL-CIO Education Department, directly or through Ben Sigal of the Fund for the Republic. I certainly hope so. George had at least one very valuable experience on which you should draw, and he would be a mighty good man to have at the conference too.

I will say I am highly in favor of a two-day conference. Getting started one afternoon and carrying the first discussions over into an evening session will do much to limber up some of the people you are likely to get from various National and International Unions, after which you should be able to get into the red of the meat the second day.

Even if I had authority to attend, I could not get there until the morning of March 14 if the dates of March 13-14 remain firm. Please let me know if there should be a change of the dates and, meanwhile, I shall request permission to attend.

With best wishes, I am

Fraternally yours,

Paul Christopher

Paul R. Christopher
AFL-CIO Region VIII Director

PRC:llr
oeiu 144 afl-cio

February 22, 1957

Mr. Galen A. Martin
Executive Director
Kentucky Council on Human Relations
208 West Main Street
Frankfort, Kentucky

Dear Galen:

Enclosed is a letter being sent to some selected union guys. If you have suggestions of staffers to invite from Kentucky I would like to have them.

The conference is off-the-record. I should invite the men from here directly giving some attention to necessary protocal. I would appreciate the names, affiliation, position, and address of persons whom you feel would contribute to and profit from such a meeting.

Thanks. With best personal wishes.

Sincerely,

Emory F. Via
Labor Consultant

EFV:mm
Enclosure

February 22, 1957

Mr. Howard D. Walton
President
Florida State IUC
43 N.E. 2nd Street
Miami 32, Florida

This is to invite you to participate in a working conference on the problems faced by unions in matters related to race relations. Selected union leaders in the South will meet together to discuss freely the nature of the problems faced, useful techniques, and to give and receive helpful background information.

The conference will be sponsored by the Southern Regional Council; the sessions will be held in the conference room at Atlanta University on the afternoon of Wednesday, March 13th, and during the day Thursday, March 14th.

We have felt for some time that there have been too few occasions for Southern union leadership to discuss racial problems fully and frankly. Many unionists have indicated to us that they would welcome such an opportunity. The conference is intended to meet this need.

During the conference Harold Fleming, Director of the Council, will lead a discussion of the general picture in the South today. A report will be made on the activities of White Citizens Councils and other hate groups in their attempts to influence unions, and we will receive information on race relations patterns in Southern unions. Some time will be spent discussing the availability and uses of the Southern Regional Council's labor consultant in working with unions in the South. A major portion of the conference, however, will be reserved for open discussion.

We are inviting those persons whom we know to have an interest in race relations problems as they affect unions, who in many instances have had long experience in meeting them, or those who know that they soon

will be faced with new situations and wish to explore the most constructive ways to meet them. For the most part those attending the conference will be persons who bear regional responsibility in their international union plus other key staff persons.

The conference will be completely off-the-record and unattended by any publicity. This is strictly a work session for the information and practical aid of us all.

Please return the enclosed card, indicating whether or not you will be able to attend, if you need overnight accomodations, and which meals you will eat with the conference group. Overnight accomodations plus three meals will cost approximately $6.00. This amount, or that portion due by your participation, may be paid when you register at Atlanta University. I hope you will plan to attend all sessions of the conference for maximum benefit to the whole group.

Our accomodations are limited, but we would be glad to hear from you about other union staff men whom you feel should attend these sessions.

Sincerely and fraternally,

Emory F. Via
Labor Consultant

EFV:mm

Enclosures

P.S. to E. C. Pippin, February 19, 1957 letter of invitation to labor-race relations meeting.

P.S. I do hope that you can make these sessions; we would be particularly happy to have your participation both because of your present position and because of your work with the Alabama Council on Human Relations. We would welcome your personal contributions to this program.

EV

A. Philip Randolph
International President

Milton P. Webster
1st International V. Pres.
3947 Drexel Boulevard
Chicago 15, Illinois

Bennie Smith
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

COPY

BROTHERHOOD OF
SLEEPING CAR PORTERS
217 W. 125th Street
Room 301, N.Y. 27, N.Y.
Mo. 2-5080 - 1

Ashley L. Totten
International Secretary-Treasurer

C. L. Dellums
3rd International Vice-President
1716 Seventh Street
Oakland, California

T. D. McNeal
4th International Vice-President
11 North Jefferson Street
St. Louis 3, Missouri

Thomas Patterson
Eastern Zone Supervisor

February 25, 1957

Mr. Benjamin D. Segal
1820 Jefferson Place, N.W.
Washington 6, D.C.

Dear Ben:

I received an invitation from Mr. Harold C. Fleming, Executive Director, Southern Regional Council, to attend conference on problems faced by unions in matters relating to race relations in the South, to be held in Atlanta University, March 13 and 14.

I am designating Mr. B. F. McLaurin, International Field Representative, to represent me and the Brotherhood of Sleeping Car Porters in the conference.

You are to be congratulated upon your initiative and persistence in getting this conference going.

Sincerely yours,

PHIL (sig.)

A. Philip Randolph
International President

R/BW
cc:
Mr. B. F. McLaurin

AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

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JAMES B. CAREY
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HERMAN WINTER
JOSEPH CURRAN
A. J. HAYES
JOSEPH D. KEENAN
WILLARD S. TOWNSEND
LEE W. MINTON
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WM. C. DOHERTY
DAVID J. McDONALD
WM. L. McFETRIDGE
DAVE BECK
L. S. BUCKMASTER
A. PHILIP RANDOLPH
A. L. SPRADLING
O. A. KNIGHT

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DAVID DUBINSKY
WM. F. SCHNITZLER

REGION NO. 8, PAUL R. CHRISTOPHER, DIRECTOR
216 FLATIRON BUILDING
705 BROADWAY, N. E.
KNOXVILLE 17, TENNESSEE
PHONE 4-7481

February 25, 1957

Mr. Emory F. Via
Labor Consultant
Southern Regional Council, Inc.
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Emory:

Your note of February 21 was received last Saturday. Mr. Dial Murphy, Regional Director of Oil, Chemical and Atomic Workers, happened to be in the office and I spoke to him as you requested. The dates of March 13-14 are not the most suitable for Mr. Murphy, but he is going to try to attend the Conference anyway.

Fraternally yours,

Paul

Paul R. Christopher
AFL-CIO Region VIII Director

PRC:llr
oeiu 144 afl-cio

P.S. - Please pass the attached check for $25.00 (contribution) on to Mrs. Alexander.

PRC
M

KENTUCKY COUNCIL ON HUMAN RELATIONS, INC.

Affiliated with the Southern Regional Council, Inc.

208 WEST MAIN STREET — PHONE CAPITAL 3-1409 — FRANKFORT, KENTUCKY

GALEN A. MARTIN
EXECUTIVE DIRECTOR

EXECUTIVE COMMITTEE

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MILBURN MAUPIN
MRS. JAMES G. SHEEHAN
C. V. SNAPP
DR. WILLIS SUTTON
DR. G. D. WILSON
WILLIAM M. WOOD

February 26, 1957

Mr. Emory F. Via
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Emory:

Thanks for letting me know about your labor meeting planned for March 13.

I have no specific suggestions of persons to be invited. Please note the enclosed clipping which tells about the appointment of Mr. Neal by the machinists. You might want to ask him. I know nothing about him except what I have read in the article. I want to talk with him but I haven't been able to yet.

Sunday night I was on a panel with Mr. Otto Pyles of the Louisville Urban League who reported that Negroes are still excluded from the carpenters, painters, electrical workers, and machinists unions, in Louisville. There is work to be done here which can influence the boys further South.

Come to see us and let me know of any way we can help you.

Sincerely,

Galen

Galen Martin

C O P Y

BROTHERHOOD
of
SLEEPING CAR PORTERS

217 West 125th Street - Room 301
New York 27, N. Y.
MO 2-5080 - 1

February 27, 1957

Mr. Benjamin D. Segal
1820 Jefferson Place, N.W.
Washington 6, D. C.

Dear Ben:

With further reference to the conference of the Southern Regional Council to be held at Atlanta University, March 13 and 14, in addition to B. F. McLaurin, International Field Representative, I am requesting Mr. Thomas W. Culpepper, President, and Mr. J. C. McFarlin, Secretary-Treasurer, of our Atlanta Division to also attend the conference, if possible.

Therefore, it would be appreciated if you would send material listing activities, time, place, etc. to Mr. Culpepper at 942 Parsons Street, S.W., Atlanta, Georgia and Mr. McFarlin at 117 Chestnut Street, S.W., Atlanta, Georgia.

Success to your efforts. With best wishes, I am

Sincerely yours,

A. Philip Randolph
International President

R/BW

cc:

Mr. Thomas Culpepper
Mr. J. C. McFarlin

Esleeck
Clearcopy Onion Skin
MADE IN U.S.A.

February 27, 1957

Mr. Paul Christopher
216 Flatiron Building
705 Broadway, N.E.
Knoxville 17, Tennessee

Dear Paul:

Thanks for your long letter regarding the conference. As you know, we are not attempting to make this an official conference. For that reason the AFL-CIO departments are not formally involved; however, the Civil Rights Department knows what is going on and is interested in the affair. Perhaps we have slipped on the matter of clearing with Livingston so that regional directors can attend. I am sending a copy of this letter, and yours, to Ben Segal.

The March 13th and 14th dates still stand. It was largely at your urging that we did decide on a two-day conference. I do hope that you will be able to be with us on the 14th. We did check around on dates, Paul, but this is a difficult job, as you well know. I may be personally at fault in your case by thinking that you had given off-the-cuff approval to two sets of dates that I had suggested.

You may be interested to know some of the unions that plan to be represented. They include: UAW, ILGWU, IUE, Steel, Rubber, State-County-Municipal, Porters, and others that we definitely expect but have not had their official reply as yet.

Thanks so much for your contribution to the Council; we continue to need the active support of the Executive Committee in substantive and fiscal matters. Your own concern and energy are greatly appreciated by all of us here. Your official receipt is enclosed.

Perhaps you would like this contribution counted as a part of the George S. Mitchell Tribute Fund (announcement enclosed). You would soon have received an announcement in any case.

If you have suggestions of others who should receive the G.S.M. Fund letter I would be glad to have them; we can check them against our other mailings in case you have any doubts.

Again my thanks.

Fraternally,

Emory F. Via
Labor Consultant

EFV:mm

Enclosures

cc: Mr. Ben Segal

February 27, 1957

Mr. Ben Segal
Trade Union Consultant
Fund for the Republic
1820 Jefferson Place, N.W.
Washington, D. C.

Dear Ben:

The enclosed letters are perhaps self-explanatory. I take it Paul will be with us for the 14th if he can get clearance in spite of his opening paragraph.

Unfortunately Gillman and Haigler cannot attend; I have not followed up about staff men from their offices.

As of now we have a total of nine coming; this includes your names also. They are: James Hardin (UAW), Kehrer and Bonanno (ILGWU), Ken Petersen, Bill Oliver, Jim Turner, Francis Shane, B. F. McLaurin (Porters), and probably Dial Murphy (Oil). Obviously I have to stir around down here.

Sincerely,

Emory F. Via
Labor Consultant

EFV:mm

Enclosures

MEMORANDUM

Feb. 27, 1957

Dear Emory:

I talked to Franz Daniels and he said ok for Paul Christopher to go and would write Paul to that effect. I am especially concerned that you write to Paul and stress how important it is for him to be in at the beginning of the meeting.

We are going ahead on the tire deal and will give it to George at the luncheon. Please let Alice Mitchell know so that George doesn't buy one himself.

Ben

Ben Segal

C O P Y

International Union of United Brewery, Flour, Cereal, Soft Drink and
Distillery Workers of America
2347 Vine Street
Cincinnati 19, Ohio
Plaza 1 - 5130
James E. Wolfe, Director
Research and Education

February 28, 1957

Mr. Ben Segal
1820 Jefferson Place, N.W.
Washington 6, D. C.

Dear Ben:

I will be attending the southern regional conference at Atlanta University March 13 and 14. At the time of this letter, it appears that the two southern regional directors of the Brewery Workers will also be in attendance.

It seems to me that we should have an excellent discussion. President Karl Feller has requested that a full report of the conference be made to him.

Best wishes to you, and I will see you in Atlanta.

Sincerely and fraternally,

Jim (sig.)

James E. Wolfe, Director
Research and Education

JW:ea

(Note from Ben Segal: Drop him a note for the names. I had lunch with Paul Christopher & Franz Daniels today - all straightened out on the conference. Ben.)

February 28, 1957

Rev. Charles Jones
P. O. Box L
Chapel Hill, North Carolina

Dear Charlie Jones:

It has been a very long time since we met. I'm happy to hear from Ben Segal that you will be with us for our Labor Conference on March 13th and 14th.

Enclosed is a copy of our informal schedule and a card which will help us make reservations for you.

I look forward to seeing you again.

Sincerely,

Emory F. Via
Labor Consultant

EFV:mm

Enclosures

International Union *of* Electrical, Radio and Machine Workers

Affiliated with the American Federation of Labor & Congress of Industrial Organizations

1126 16th Street, N.W. Washington 6, D. C.

JAMES B. CAREY, *President*

AL HARTNETT, *Secretary-Treasurer*

EXecutive 3-6095

RECEIVED MAR 6 1957

March 1, 1957

Mr. Harold C. Fleming,
Executive Director
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Harold:

Thank you for your kind invitation to the Conference on March 13th and 14th.

It is my intention to attend all sessions of the Conference. I will need overnight accomodations and hope to partake in all meals.

I expect that Mr. George Berry will meet me in Atlanta, as well as Al Hartnett, joining us in the afternoon of the 14th. It is now expected that Mr. Berry will need the same accomodations as myself.

Sincerely,

Ken Peterson

Ken Peterson,
Legislative Director

cc: Mr. Ben Segal

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b

C O P Y

Emil Rieve
General President

William Pollock
Executive Vice-President

John Chupka
General Sec'y.-Treas.

TEXTILE WORKERS UNION OF AMERICA

110 West Sixth Street Charlotte 2, North Carolina

Boyd E. Payton
Southern Director

Telephone:
FRanklin 6-7521

March 1, 1957

Mr. Ben Segal
1631 K Street, N.W.
Washington 6, D. C.

Dear Ben:

Have just received word from Julius Fry that he has made arrangements to attend the Southern Regional Council confdrence in Atlanta on March 13 and 14. I am sure that he will make a worthwhile contribution.

Sorry that I cannot be with you.

Fraternally yours,

BOYD (sig.)

Boyd E. Payton
Southern Director

BEP:h

March 1, 1957

Mr. James B. Carey, President
International Union of Electrical Workers
1126 - 16th Street, N.W.
Washington 6, D. C.

Dear Brother Carey:

The enclosed letter is to inform you of a work conference called by the Southern Regional Council to afford an opportunity for selected Southern unionists to discuss some aspects of race relations as related to unions.

We are carefully protecting this meeting from any publicity in the interest of getting as full exploration of the problems involved as is possible. In any case we would not consider this meeting's nor the Council's role as one of making any pronouncement.

I wanted you personally, and as Chairman of the AFL-CIO Civil Rights Committee, to know that the conference was being held. If you would like to designate someone from the Committee to attend these sessions we would be glad to have him. The AFL-CIO Civil Rights Department knows that the meeting is being held and understands that we are not attempting to make this an official nor formal meeting in any way.

It is my understanding that Ken Peterson of the I.U.E. staff will be with us for the meeting.

Since Ben Segal, Trade Union Consultant for the Fund for the Republic, has worked closely with me in this program, I am taking the liberty of sending him a copy of this letter.

Fraternally,

Emory F. Via
Labor Consultant

EFV:mm

cc: Mr. Ben Segal

EMIL RIEVE
General President

WILLIAM POLLOCK
Executive Vice-President

JOHN CHUPKA
General Sec'y-Treas.

RECEIVED MAR 2 1957

TEXTILE WORKERS UNION OF AMERICA

Affiliate of the AFL-CIO

110 WEST SIXTH STREET CHARLOTTE 2, NORTH CAROLINA

BOYD E. PAYTON
SOUTHERN DIRECTOR

TELEPHONE:
FRANKLIN 6-7521

March 1, 1957

Mr. Harold C. Fleming, Executive Director
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Harold:

Thank you for your letter of February 21. I am sorry that it will be impossible for me to attend the conference at Atlanta University on March 13 and 14. This is the week of our Executive Council meeting in New York.

However, I am asking Julius Fry, our Area Director from Greensboro, North Carolina, to represent me at this conference.

I cannot at this time arrange for another one of our staff people to participate.

Wishing you the best of success and with kindest personal regards, I am

Sincerely and fraternally,

Boyd Payton

Boyd E. Payton
Southern Director

BEP:h

March 4, 1957

Mr. Ben Segal
Trade Union Consultant
Fund for the Republic
1820 Jefferson Place, N.W.
Washington, D. C.

Dear Ben:

Here is Dixon's address and the names of the two top local leaders:

Joe Dixon, Local #4367, OCAW
311 Tatar Street
Pasadena, Texas

L. O. Black, President
John Crossland, Secretary-Treasurer.

Crossland is full-time paid local staff, an executive board member of the International, and the key man in the local.

There are two staff men in the general area. They are Forrest Craig and a fellow by the name of McClain. McClain is younger, a Southerner, and seems to be preferred by Dixon on "racial-type" matters.

I've sent the information on the conference to Charlie Jones. You have a room reserved at the Atlantan Hotel, 111 Luckie Street, for the evening of March 12th. The rates for a single run between $5.00 and $7.50 per day.

Sincerely,

Emory F. Via
Labor Consultant

EFV:mm

International Union *of* Electrical, Radio and Machine Workers

Affiliated with the American Federation of Labor & Congress of Industrial Organizations

1126 16th Street, N.W. Washington 6, D. C.

JAMES B. CAREY, *President*

AL HARTNETT, *Secretary-Treasurer*

EXecutive 3-6095

March 5, 1957

Mr. Emory F. Via,
Labor Consultant
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N.E.
Atlanta 3, Ga.

Dear Emory:

In response to your letter of February 21st, this is to inform you that Al Hartnett wants George Berry to attend the Conference on March 13th and 14th.

Fraternally,

Ken Peterson,
Legislative Director

liu 1746 aflcio
b

Oil, Chemical and Atomic Workers International Union

AFL CIO

DIAL MURPHY, DIRECTOR
DISTRICT NO. 9

220 FLATIRON BLDG.
705 BROADWAY N.E.
KNOXVILLE 17, TENNESSEE

March 5, 1957

Mr. Emory F. Via, Labor Consultant
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Brother Via:

I have had your letter of February 19, 1957 before me for sometime, in which you announced that a conference would be sponsored by your Council at the Atlanta University on March 13 and 14 at which it is proposed to discuss problems faced by Unions in matters related to race relations.

I have delayed answering until this date with the hope that I would be able to arrange my schedule so that I could be in attendance as our Union is very much interested and vitally concerned with the problem you propose to discuss.

As late as yesterday, I informed our International Vice President E. D. Swisher that I expected to be in attendance at this meeting, however, on my return to the office this morning, I find that a matter of vital concern to this Union requires me to hold myself available for conferences here in Knoxville on March 12, 13 and 14. Therefore, I must regretfully decline your nice invitation to participate in this conference.

In the event that a sufficient number of other people you have invited find themselves in this same position and the conference is re-scheduled for a later date, I would appreciate being advised as I certainly would like to participate in such a conference.

Sincerely and fraternally,

Dial Murphy

Dial Murphy, Director
District 9

DM:ks

MEMORANDUM

March 5, 1957

Dear Emory:

Enclosed is a note from Boyd Payton indicating that Julius Fry is coming. (his address is, 2100 Bluemont Drive, Greensboro, N.C.). Please send him a detailed letter on the conference.

I wish you would start thinking in terms of a detailed agenda and if you have time send ~~them~~ it along to me and I will make other suggestions. I have a feeling that the agenda should be very carefully planned for this sort of meeting. I will be in touch with you later on this week.

Best wishes.

Ben

Ben Segal

P.S. Emory - Would you be good enough to send me any sort of brief history-aims type report you have on the SRC. There was a nice pamphlet which came out in April 1956. I'd like another of those, if available, and anything newer. We have gooten quite a few inquiries about the SRC. I would like to have the material on hand.

Ben Segal

Thank you. Sue Mills

March 5, 1957

Mr. E. C. Pippin
AFL-CIO
210 Moore Building
Montgomery, Alabama

Dear Brother Pippin:

We have not heard from you yet regarding our labor conference dealing with race relations as they affect unions. Would you please return the enclosed card as soon as possible.

We already have an interesting group of unionists from national and Southern offices signed up for the conference. It is my hope that you will be able to attend.

Sincerely and fraternally,

Emory F. Via
Labor Consultant

EFV:mm

Enclosure

March 5, 1957

Mr. James E. Wolfe, Director
Research and Education
United Brewery Workers of America
2347 Vine Street
Cincinnati 19, Ohio

Dear Brother Wolfe:

We would like to have the names of the two Southern regional directors who plan to attend our labor conference on March 13th and 14th. Ben Segal had passed your letter of February 28th on to us.

We could send the two directors copies of the inviting letter and reservation card if you would furnish us with their addresses. This information would facilitate our arrangements. Thanks.

Sincerely and fraternally,

Emory F. Via
Labor Consultant

EFV:mm

March 5, 1957

Mr. Howard D. Walton
President, Florida State IUC
43 N. E. 2nd Street
Miami 32, Florida

Dear Brother Walton

We have not heard from you yet regarding our labor conference dealing with race relations as they affect unions. Would you please return the enclosed card as soon as possible.

We already have an interesting group of unionists from national and Southern offices signed up for the conference. It is my hope that you will be able to attend.

Sincerely and fraternally,

Emory F. Via
Labor Consultant

EFV:mm

March 5, 1957

Mr. Wilbur Hobby
Editor, Durham Labor Journal
210 May Street
Durham, North Carolina

Dear Brother Hobby:

We have not heard from you yet regarding our labor conference dealing with race relations as they affect unions. Would you please return the enclosed card as soon as possible.

We already have an interesting group of unionists from national and southern offices signed up for the conference. It is my hope that you will be able to attend.

Thanks for getting me on your mailing list. Already I want to change my address; please send the Durham Labor Journal to Emory F. Via, Southern Regional Council, Room 432, 63 Auburn Avenue, N.E., Atlanta 3, Georgia.

I have enclosed a leaflet on SRC for your information. You may be interested to know that Paul Christopher, Director of AFL-CIO Region #8, is on our Executive Committee.

Sincerely and fraternally,

Emory F. Via
Labor Consultant

EFV:mm

Enclosures

C O P Y

American Federation of Teachers
Democracy in Education . Education for Democracy
28 East Jackson Blvd. Chicago 4, Illinois . Harrison 7-2950

Long list
of

Officers
listed on
letterhead

March 6, 1957

Mr. Benjamin D. Segal, President
Workers Education Local 189
1820 Jefferson Pl., N.W.
Washington 6, D.C.

Dear Ben:

Thank you for inviting us to the Southerm Regional Conference meeting on March 13th and 14th.

I am sending Paul Ward, our new Director of Special Services, to attend this meeting.

Please send us any other material which you feel will be valuable pre-conference information.

My very good wishes,

Fraternally,

CARL (Sig.)

CARL J. MEGEL
President

CJM:CM
OEIU28.AFL-CIO

March 6, 1957

Mr. E. D. Swisher
Vice President
Oil, Chemical, and Atomic Workers International Union
1840 California Street
Denver 2, Colorado

Dear Brother Swisher:

I have just had word from Dial Murphy in District 9 that he will not be able to attend our labor conference next week after all, for he had really planned to be with us. We are aware of your union's interest and work in the area of race relations as they affect unions, and would very much like to have a representative of the union with us.

I am sending an invitation directly to Forrest H. Craig in Pasadena, Texas, and H. J. McClain in LaMarque, Texas, in case either of them could make the conference. We would be most happy to have either of them or someone else of your choice attend. We would welcome any action on your part regarding this matter. In talking with Ben Segal, we agreed that since time was so short I should go ahead and mail an invitation to these two staff men.

As of now our conference quota has been reached and we have representatives coming from UAW, Steelworkers, ILGWU, Brewery Workers, CWA, URWA, Pullman Porters, State-County-Municipal Employees, and TWUA.

I believe the last time I saw you was when I was on the staff of Roosevelt University and we worked a week institute program for the United Chemical Workers.

Sincerely and fraternally,

Emory F. Via
Labor Consultant

EFV:mm

3/6/57

Dear Ben,

I hope this gets to you in time. It's very rough. Please forgive the quality of thought and transmission. I will work this over further but am most anxious to have your additions, deletions, modifications or what have you.

I have not spelled out your role. It is whatever you wish, but certainly no less than half the chairing, and great responsibility for keeping on the track and sharpening the focus, plus doing the summary. I have not had the feeling that you wanted to make a special pitch or oration, but you know you are welcome — so just give the word.

I'm hoping that this "agenda" gives you enough to react to.

Emery

March 6, 1957

Mr. Henry Wilson
Legal Assistant
American Federation of
State, County, and Municipal Employees
448 W. Washington Avenue
Madison 1, Wisconsin

Dear Brother Wilson:

Enclosed is a letter announcing our labor conference next week and a tentative agenda. I understand through Ben Segal and President Zando that you plan to be with us. We look forward to having you.

Sincerely and fraternally,

Emory F. Via
Labor Consultant

EFV:mm

Enclosures

BENJAMIN D. SEGAL
TRADE UNION CONSULTANT—FUND FOR THE REPUBLIC
1820 JEFFERSON PLACE, N. W., WASHINGTON 6, D. C.
STERLING 3-2194

March 6, 1957

Emory Via
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta, Georgia

Dear Emory:

If at all possible I hope you can get a note out to the out of towners, giving them detailed instructions about getting to Atlanta University -- a la Jim Turner's suggestion.

Best wishes.

Sincerely yours,

Ben Segal

Ben Segal

Communications

LOCAL 3107

H. D. WALTON, *President*

Workers of America

(AFFILIATED WITH AFL-CIO)

43 N. E. SECOND STREET
MIAMI 32, FLORIDA
TELEPHONE: FRANKLIN 1-1441

March 6, 1957

Mr. Emory F. Via, Labor Consultant
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N.E.
Atlanta, Georgia

Dear Mr. Via:

Thank you for your invitation to the forthcoming conference as outlined in your letter to me dated February 22nd. The type of discussion you have scheduled appears extremely interesting to me and if time permitted I can assure you I would be in attendance.

It so happens that as a member of the Florida Milk Commission I have a meeting scheduled in Jacksonville for Tuesday, March 12th and Wednesday, March 13th. I leave Jacksonville the afternoon of the 13th for Miami to install the officers of our Auxilliary and then proceed to Homestead for a late evening meeting.

It is only this heavy schedule that prohibits my attendance and I would like to be advised of any future conferences of this nature.

Please give my regards to Fred Routh.

Yours sincerely,

Howard D. Walton

Howard D. Walton, President

HDW:hs

March 7, 1957

Mr. David Herman
President, Local #6
Hotel and Restaurant Workers Employees Union
305 West 44th Street
New York, New York

Dear Brother Herman:

This is to invite you to participate in a working conference on the problems faced by unions in matters related to race relations. Selected union leaders in the South will meet together to discuss freely the nature of the problems faced, useful techniques, and to give and receive helpful background information.

The conference will be sponsored by the Southern Regional Council; the sessions will be held in the conference room at Atlanta University on the afternoon of Wednesday, March 13th, and during the day Thursday, March 14th.

We have felt for some time that there have been too few occasions for Southern union leadership to discuss racial problems fully and frankly. Many unionists have indicated to us that they would welcome such an opportunity. The conference is intended to meet this need.

During the conference Harold Fleming, Director of the Council, will lead a discussion of the general picture in the South today. A report will be made on the activities of White Citizens Councils and other hate groups in their attempts to influence unions, and we will receive information on race relations patterns in Southern unions. Some time will be spent discussing the availability and uses of the Southern Regional Council's labor consultant in working with unions in the South. A major portion of the conference, however, will be reserved for open discussion.

We are inviting those persons whom we know to have an interest in race relations problems as they affect unions, who in many instances have had long experience in meeting them, or those who know that they soon

will be faced with new situations and wish to explore the most constructive ways to meet them. For the most part those attending the conference will be persons who bear regional responsibility in their international union plus other key staff persons.

The conference will be completely off-the-record and unattended by any publicity. This is strictly a work session for the information and practical aid of us all.

Please return the enclosed card, indicating whether or not you will be able to attend, if you need overnight accomodations, and which meals you will eat with the conference group. Overnight accomodations plus three meals will cost approximately $6.00. This amount, or that portion due by your participation, may be paid when you register at Atlanta University. I hope you will plan to attend all sessions of the conference for maximum benefit to the whole group.

Our accomodations are limited, but we would be glad to hear from you about other union staff men whom you feel should attend these sessions.

Sincerely and fraternally,

Emory F. Via
Labor Consultant

EFV:mm

Enclosures

United Steelworkers of America

AFL-CIO

District 35

LORNE H. NELLES
DIRECTOR

95 MERRITTS AVENUE, N. E.
Atlanta 3, Georgia

TRINITY 5-5351

March 8, 1957

Mr. Emory F. Via, Labor Consultant
Southern Regional Council, Inc.
63 Auburn Avenue, NE
Atlanta 3, Georgia

Dear Emory:

Three representatives and myself plan to attend your Conference on March 13 and 14.

It may not be possible for all of us to attend all of the two days of meetings.

Fraternally yours,

Lorne H. Nelles

Lorne H. Nelles
Director, District 35

LHN:n

American Federation of
STATE, COUNTY and MUNICIPAL Employees
AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR
FEDERATION BUILDING
MADISON 1, WISCONSIN

ARNOLD S. ZANDER
INTERNATIONAL PRESIDENT
GORDON W. CHAPMAN
INTERNATIONAL SECRETARY-TREASURER

March 8, 1957

RECEIVED MAR 11 1957

Mr. Harold C. Fleming, Exec. Director
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Sir and Brother:

President Arnold S. Zander has asked me to represent our International Union at the conference scheduled for March 13 and 14. Ben Segal has been notified by telegram as of March 6.

I am writing to confirm registration for the overnight accommodations and the meals as outlined in your letter of February 19.

Due to restrictions by his doctor, our southern representative, W. A. Rowe, will not be able to attend the conference.

Fraternally yours

Henry T. Wilson

Henry T. Wilson
Legal Assistant

March 11, 1957

Mr. Paul Ward
Director of Special Services
American Federation of Teachers
28 East Jackson Blvd.
Chicago 4, Illinois

Dear Brother Ward:

The Atlanta taxis are rigidly segregated; cabs with white drivers take only white passengers, and Negro drivers take only Negro passengers. Sometimes white drivers do not seem to know where Atlanta University is, but are not unwilling to take you there. One route to Atlanta University is to go out Hunter Street to Chestnut Street.

The address of the Administration Building where we will be meeting is 223 Chestnut Street.

We are happy that you will be with us and look forward to a good conference.

I do not think you will have any difficulty in getting to the University, but don't hesitate to call the Council's office (JAckson 2-8764) if you do.

Sincerely and fraternally,

Emory F. Via
Labor Consultant

EFV:mm

Attached letter forwarded to:

Earl Henderson
Tom Murray
John Powderly
James E. Wolfe
Julius Fry
E. R. Williamson
Charles Jones
George Berry
Al Hartnett
Ben Segal
Henry Wilson
Paul Ward
Henry T. Wilson
George Weaver
Ken Peterson
Bill Oliver
Jim Turner
Francis Shane
B. F. McLaurin
Julius Frazier

AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

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WM. F. SCHNITZLER

REGION NO. 8, PAUL R. CHRISTOPHER, DIRECTOR
216 FLATIRON BUILDING
705 BROADWAY, N. E.
KNOXVILLE 17, TENNESSEE
PHONE 4-7481

March 12, 1957

Mr. Emory F. Via
Labor Consultant
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Emory:

News came this morning of a death in my family at Gaffney, S. C. (a favorite uncle), whose funeral will be tomorrow afternoon or Thursday, and it therefore appears certain I cannot attend even the Thursday session of the March 13-14 meeting in Atlanta.

Very sorry.

Sincerely,

Paul

Paul R. Christopher
AFL-CIO Region VIII Director

PRC:llr
oeiu 144 afl-cio

Staff Memos

March 13, 1957

MEMO TO: Harold C. Fleming

FROM: Emory Via

RE: S.R.C. Labor Conference, March 13th, 14th.

You may wish to keep the following points in mind for your participation in tonight's session at the SRC labor conference. First of all, Ben will introduce you and chair the session. We feel that a substantial amount of time can be given to the over-all picture, as well as to the details of what's happening in desegregation in the South. Most of the Southern guys have a highly segmented view, and most of the Northern ones lack detailed information.

Some specifics in almost all of the areas of interest to SRC would be in order, for example: schools, transportation, voting. You should not hesitate to fatten up this section.

Ben feels that some handling of recent and other attacks on SRC would be appropriate to show what the situation that we operate in is, the kind of organization we are, and even to go so far as to indicate that this makes fund raising extra tight.

On the positive aspects of the picture, it would be good to emphasize SRC's coordinating role including, at your discretion, some report on Charlottesville or other areas. You may wish to indicate in a general way either the need for, opportunity, or ways and means for labor participation in these endeavors. Also on the positive side should be some mention of the other resources in human relations work in states and localities.

Success stories would certainly be useful. Pick the ones you like; perhaps the Henderson Ministers would have some special interest to a group interested in hate groups.

A closing section on what you think is in store in the next few years would be of interest.

Although we want and expect discussion, you should not hesitate to load this session with information. Below is a list of the materials which we will have on hand in case you wish to make specific reference to them. Some passing reference to the labor consultant's role may be in order, but Ben and I did not come to agreement as to what specifically should be said in this regard. He had originally thought that some mention of the coordinating possibilities of race relations problems and information relative to unions through the labor consultants office could be made at the time you were talking about SRC as a coordinating agency.

Materials for distribution at SRC labor conference:

List of affiliated state organizations.

State Summary of Recent Segregation Laws.

What's Happening in School Integration?

Integration North and South.

Next Steps in the South

The South of Promise

The South and the Supreme Court's School Decision Chronology

Pro-Segregation Groups in the South.

FRIENDS WORLD COMMITTEE

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Wilmington, Ohio
Telephone: 2395

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Executive Secretary
James F. Walker

Associate Secretary
Ralph A. Rose

Treasurer
Howard H. Thorne

Vice Chairmen:
Eubanks Carsner
Gordon Foster
Mary Hoxie Jones
Richard P. Newby
Emily Parker Simon

March 18, 1957

Emory F. Via, Labor Consultant
Southern Regional Council, Inc.
63 Auburn Ave. N.E.
Atlanta 3, Georgia

Dear Emory:

Thanks so much for all that you did for me during my visit. I can forgive you the telegram. Actually, I did hear my name paged at the airport, but interestingly enough I had just met Isabel's friend Estelle Frazier, who had just come from Warm Springs, and I was so disappointed to find that she had not met Margaret during her stay there. Perhaps Margaret can be alerted to the next visit that Estelle makes.

I certainly shall have the Southern Regional Council very much in my mind and do all that I can to promote the success of all that you are doing. Do send my regards to the rest of the staff and to Margaret.

Sincerely,

Ralph Rose/w

Ralph A. Rose

rr/vw

L. S. BUCKMASTER, PRESIDENT JOSEPH W. CHILDS, VICE PRESIDENT DESMOND WALKER, SECRETARY-TREAS.

United Rubber, Cork, Linoleum and Plastic Workers of America

AFL - CIO

UNITED RUBBER WORKERS' BLDG., 87 SOUTH HIGH STREET

Akron 8, Ohio

PHONES

FRANKLIN 6-6181 6-6182 6-6183 6-6184 6-6185 6-6186

March 19, 1957

Mr. Emory F. Via
Labor Consultant
Southern Regional Council, Inc.
Room 432 - 63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Brother Via:

I would like to take this opportunity to congratulate you on the tremendous job you did in coordinating the recent conference held at Atlanta University in Atlanta, Georgia.

I think the conference was well planned. The reports, particularly those eminating from the Southern Regional Council were very good. I also feel that Ben Segal and yourself did a very fine job in steering the meeting in such a way as to bring out from the participants at the conference their views, as well as their proposals, for easing the tensions of the South and getting labors views to the masses.

Again thanking you for an extraordinary job. I remain

Fraternally yours,

James E. Turner

James E. Turner
Assistant Director

JET:pv

P.S. This is to call your attention to the promise you made of keeping me on the mailing list eminating from the Southern Regional Council.

Oil, Chemical and Atomic Workers International Union

ELWOOD D. SWISHER
VICE PRESIDENT

AFL CIO

P. O. BOX 2812
PHONE AMHERST 6-0811
DENVER 1, COLORADO

March 21, 1957

Mr. Emory F. Via
Labor Consultant
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Brother Via:

I have just returned to my office and find your letter of March 6 concerning your labor conference which evidently by this time is over.

I am sorry I did not have an opportunity to check and see if our two representatives from Texas would have been able to attend the conference, and at this writing do not know if they attended in line with your invitation. Perhaps the next time OCAW can have someone in attendance.

Sincerely and fraternally,

Elwood D. Swisher

Elwood D. Swisher
Vice President

EDS:df

L. S. BUCKMASTER, PRESIDENT JOSEPH W. CHILDS, VICE PRESIDENT DESMOND WALKER, SECRETARY-TREAS.

United Rubber, Cork, Linoleum and Plastic Workers of America

AFL - CIO

UNITED RUBBER WORKERS' BLDG., 87 SOUTH HIGH STREET

Akron 8, Ohio

PHONES
FRANKLIN 6-6181, 6-6182, 6-6183, 6-6184, 6-6185, 6-6186

April 8, 1957

Mr. Emory F. Via
Southern Regional Council, Inc.
Room 432 - 63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Emory:

I would like to take this opportunity to thank you for the very good report on the recent conference held in Atlanta, Georgia, under the auspices of the Southern Regional Council on March 13 and 14.

I am in the hopes that I will be seeing you soon, as I plan to do some further work in the South and I most certainly would be desirous of obtaining your advice on the matter.

I also plan to discuss with Joe Glazer, Education Department Director, some programming that can be undertaken by our Organization in the Southern States. If we are able to agree on this matter I am sure we will need some assistance, as to what the needs are and the best approaches towards meeting those needs.

Hoping to see you soon. I remain

Fraternally yours,

James E. Turner
P.V.

James E. Turner
Assistant Director
Fair Practices Department

JET:pv

MEMORANDUM

4/18/57

DEAR ROBERT

THE IUE CIVIL RIGHTS COMMITTEE IS HAVING A CONFERENCE IN CHICAGO MAY 24-26. THEY'RE GETTING UP SOME EXHIBITS AND NEED PICTURES, POSTERS, ETC - SHOWING VIOLENCE (TERRORISM OF KKK, W.C.C.) & PEACEFUL INTEGRATION ETC -

HAVE YOU GOT ANYTHING THAT WOULD BE HELPFUL ?

BEST WISHES -

BS

Ben Segal

BENJAMIN D. SEGAL
TRADE UNION CONSULTANT—FUND FOR THE REPUBLIC
1820 JEFFERSON PLACE, N. W., WASHINGTON 6, D. C.
STERLING 3-2194

April 29, 1957

Emory Via
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta, Georgia

Dear Emory:

I hope all is well with you. I hope you will be able to get to work immediately on the letter regarding the Race Relations Institute at Fisk University. I would suggest that the following be included in the letter. "As a follow up of our Atlanta University Conference we are planning a staff training session in conjunction with the annual Race Relations Institute with Fisk University. As you recall, there was general agreement on the need for training of Southern union staff members. Because of this generally expressed need we have arranged for a week long institute starting July 6, 1957, ending July 14th. We need your assistance in selecting the right staff members to attend this training institute. By right staff members we mean those who will be in a position to adapt what they learn at Fisk and will personally benefit by this experience.

Our tentative plans call for a day or day and a half orientation of the union people who come into the Fisk Institute. This orientation would be held Saturday afternoon and Sunday July 6th & 7th. Starting on Monday July 8th the group would fit into the regular Institute program for the remainder of the week. The Institute program will allow separate afternoon sessions for the union group. This will give us an opportunity to concentrate on direct union problems during the afternoon sessions. Would you therefore start following up on the selection of staff people to attend this institute. We are suggesting that the unions pay all of the expenses of their staff people, if in a few cases, there are some difficulties in making these arrangements let us know -- perhaps we can be of assistance in this respect.

Among the subjects we will want to consider at the special trade union sessions will be 'The Historical Backround of the Resistance Groups such as the White Citizens Council and the Klan'; another would be 'Present Day Activities of the White Citizens Council and the Klan and What Can be Done to Counteract These Hate Groups'; another, educational programs in Southern unions, resources available in the South for assistance to staff members'; ' The use of the Race Issue Against Unions'."

The above of course is very rough and only by way of suggestion. I suspect you will want to polish it and change it. I suggest that the letter be sent out over both of our signatures and that you run off a batch of extra copies and send me some as soon as possible so I can follow up from the Washington end. Meanwhile you ought to start making personal contact with the ILG, Steel and other unions in that area.

Best wishes and kindest regards.

Sincerely yours,

Ben

Ben Segal

MEMORANDUM

5/1/57

DEAR EMORY:

A BUNCH OF the UNION EDUCATION GUYS will be IN-TOWN FOR A MEETING on Friday (May 3) so I'm BANGING OUT the ENCLOSED letter to use WITH your THEM. THIS will NOT CONFLICT with the your MAILING —

YES, just SIGN MY NAME + Run off about 75 EXTRA COPIES —

TIME IS SHORT —

BEST WISHES —

IUE Stuff should be sent to K Peterson, IUE, 1126-16th St, NW, WASH 6 D.C. —

BEST WISHES

Ben Segal

Ben

Solidarity House
8000 EAST JEFFERSON AVE.
DETROIT 14, MICHIGAN
PHONE LORAIN 8-4000

INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW

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PAT GREATHOUSE.....VICE-PRESIDENT

May 3, 1957

Mr. Emory F. Via
Labor Consultant
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Emory:

Thanks for your letter of April 1, 1957 with a copy of the Minutes of the Atlanta meeting. I am hopeful that some effort can be made to implement the recommendations suggested during the meeting.

Has Ben Segal attempted as yet a meeting of the Steering Committee? I hope to see him in Washington, D. C. May 16, 1957 during the Prayer Pilgrimage and take up with him this question.

Fraternally,

William H. Oliver

William H. Oliver, Co-Director
Fair Practices and Anti-Discrimination
Department, UAW.

WHO:os
oeiu42
cc- Ben Segal

This ~~[illegible]~~ DRAFT that we're converting to give to the education DIRECTORS here for A MEETING on Friday

May 6, 1957

MEMORANDUM

TO: B. SEXTON, JOE GLAZER, JOHN BAUMAN, & STARR, J. Starr, etc

FROM: Benjamin D. Segal & Emory VIA

RE: Southern Staff Training Seminar, July 6 - 13, 1957

At an "off the record" meeting on "Unions' Civil Rights Programs in the South" held in Atlanta March 13th and 14th 1957, there was general agreement on the need for staff training on the current civil rights problems. As a follow up of this conference we are planning to hold a union staff training institute July 6th in conjunction with the 14th annual Institute of Race Relations at Fisk University in Nashville, Tennessee.

Our present plans call for opening the union training institute the evening of July 6th. At that time we will begin the background and orientation ~~and~~ SESSIONS WHICH WILL continue through July 7th. Then for the remainder of the week the union people will participate in the regular morning sessions of the Institute of Race Relations. During the afternoons we will have separate sessions for the union staff people. Among the subject areas we will want to cover at these SESSIONS will be "A Survey of Southern Labor History"; "Background of the Resistance and Hate Groups of the South"; "Economic Problems and the South Today"; "The Impact of the White Citizens Councils on Unions and Union Activities"; "Use of the Race Issue Against Unions"; "How to Counteract the Use of the Race Issue vs. Unions"; "Resources Available to Assist Unions in Their Civil Rights Work in the South".

We need your assistance in getting Southern union staff members to attend this institute. Please contact your international offices and your Southern Regional Directors for the purpose of recruiting the most 'suitable' staff member for the institute. In addition to

Southern staff members you may be interested in selecting a number of Northern based staff people who do union work in the South. You may also decide that one or more of your local union presidents is sufficiently familiar with the problems that he could participate in such an institute.

In addition to Emory Via, Labor Consultant of the Southern Regional Council and myself, we plan to have competent resource people available to make the institute useful and worthwhile. With your cooperation in the recruiting, this institute should result in greater and more effective civil rights efforts by the unions as well as benefitting the INDIVIDUALS PARTICIPATING.

The unions will be expected to pay the expenses of their staff people taking part in this institute. Some limited funds may be available to assist some union people to get to the institute (only people who couldn't get there otherwise). Please act on this matter quickly and let me hear from you at your earliest convenience.

Best wishes and regards.

May 6, 1957

UAW
Oliver

Bill Oliver, Director
Fair Practices Department
U.A.W.
8000 E. Jefferson
Detroit, Michigan

Dear Bill:

Thank you for your copy of your note to Emory Via of May 3rd.

Enclosed is a copy of an announcement of our Southern Staff Training Seminar. As you can see this is an out growth of our Atlanta meeting. It is my feeling that this training semfamencan be very useful and very necessary if we get the cooperation of the various unions. It goes without saying that we are going to have to depend on the UAW for a major recruiting role.

Why don't we plan to meet on May 16th in my office when you will be coming in for the Prayer Pilgrimage. I would suggest 3 PM on the 16th. I will notify Jim Turner, Ken Peterson and Frank Shane. George Weaver is and will be out of the country so I am not sure about the AFL-CIO set up. I hope you will start working on the seminar right away and also plan to be here for the meeting on May 16th. You will no doubt also receive an announcement of the seminar from Emory since he is sending out announcements to all those who attended the Atlanta meeting.

Best wishes and kindest regards.

Sincerely yours,

Ben Segal

P. B. YOUNG PUBLISHER

Journal and Guide

MEMBER AUDIT BUREAU OF CIRCULATIONS

TELEPHONE 53686

PUBLISHED WEEKLY BY THE GUIDE PUBLISHING COMPANY, INC.

719 EAST OLNEY ROAD
NORFOLK 1, VIRGINIA

May 7, 1957

Mr. Emory F. Via, Labor Consultant
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, NE
Atlanta 3, Georgia

Dear Mr. Via:

This will acknowledge your letter of May 1 which was referred to this desk by our Publisher, Mr. P. B. Young, Sr.

We have assembled twenty-two (22) pictures, some of which show peaceful integration, and others showing violence in such places as Clinton, Tenn. and Mansfield, Texas. These pictures are borrowed from our files and we are requesting that they be returned as soon as possible.

We sincerely hope that the photographs will be helpful in your display-arrangement planned for the Civil Rights Conference mentioned in your letter.

Yours very truly,

John Jordan

John Jordan
Executive Editor (orc)

JJ/orc

Enclosure - 22 pictures

May 10, 1957

Stanton E. Smith
President
Tennessee State Labor Council
AFL-CIO
939 Church Street
Nashville 3, Tennessee

Dear Stanton:

I hope all is going well with you.

I had a chat with John Cosgrove over at the AFL-CIO and we were talking about the Southern Union Schools at St. Helena's Island in August. He was telling me some of the thinking that had gone on about the school and he suggested that I write to you. Both Emory Via and Reverend Charles Jones would do an excellent job on "Problems of the South". In fact, Emory Via has just been scheduled by me for the International Chemical Workers school at Lake Junaluska the week of May 19th, and the Reverend Charles Jones for the Kentucky AFL school the week of July 7th. Reverend Jones conducted sessions on problems of the South at a number of union schools last Summer. I am enclosing an announcement put out by the AFL-CIO Education Department about these resource people.

I know that Emory Via is sending you an announcement of the Southern Staff Seminar that we are planning for the week of July 6th at Fisk University. I hope you will be in a position to assist in recruiting some staff people for the seminar. Your assistance will be greatly appreciated.

Best wishes and kindest regards.

Sincerely yours,

Ben Segal

BENJAMIN D. SEGAL
TRADE UNION CONSULTANT—FUND FOR THE REPUBLIC
1820 JEFFERSON PLACE, N. W., WASHINGTON 6, D. C.
STERLING 3-2194

May 10, 1957

Dear Emory:

Enclosed is a copy of a letter which I sent to Stanton Smith plus the AFL-CIO Education Department's announcement which I referred to.

I hope the letters on Fisk have gotten out. I know that you will agree that the recruiting for this Fisk thing is going to be mighty tough. I hope that you will be able to contact personally all of the Atlanta people on the Fisk Seminar.

Best wishes and kindest regards.

Sincerely yours,

Ben Segal

P.S. Would you think it might be worthwhile to contact (re the Fisk Seminar) some of the other state councils like the Florida AFL, Louisiana and any others that you can think of? I will get in touch with the Virginia State Council.

I WROTE TO TEXAS CIO (FRED SCHMIDT)
+ TO HANK BROWN OF TEXAS AFL COUNCIL

Solidarity House
8000 EAST JEFFERSON AVE.
DETROIT 14, MICHIGAN
PHONE LORAIN 8-4000

INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW

WALTER P. REUTHER.....PRESIDENT
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RICHARD GOSSER.....VICE-PRESIDENT
NORMAN MATTHEWS....VICE-PRESIDENT
LEONARD WOODCOCK..VICE-PRESIDENT
PAT GREATHOUSE.....VICE-PRESIDENT

May 13, 1957

Mr. Emory F. Via
Labor Consultant
SOUTHERN REGIONAL COUNCIL, INC.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Via:

Enclosed herewith please find one (1) copy of our "Handbook For Local Union Fair Practices Committees" with our compliments.

Sincerely,

William H. Oliver, Co-Director
Fair Practices & Anti-Discrimination
Department, UAW

WHO:cs
oeiu42afl-cio

Encs. (1)

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DAVID DUBINSKY
WM. F. SCHNITZLER

REGION NO. 5, CAREY E. HAIGLER, DIRECTOR
1106-10 INDEPENDENCE BLDG.
CHARLOTTE 2, NORTH CAROLINA
EDISON 3-9627

May 15th, 1957.

Mr. Emory F. Via, Labor Consultant
Southern Regional Council
Room 432, 63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Emory:

I regret very much that I probably will be unable to attend the Union Staff Training Institute at Fisk University, July 6th thru 13th.

I find that it is rather hard to obtain permission to attend affairs outside of Region 5. I know that you will understand, and I wish for you a very successful seminar and institute in Nashville.

Sincerely and fraternally yours,

Carey Haigler

Carey E. Haigler
Director

CEH:ash
OEIU 2 afl-cio
CC: Ben D. Segal
Trade Union Consultant
Fund for the Republic

P. S. I trust and hope your wife's health is much improved.

CEH

AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

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DAVE BECK
L. S. BUCKMASTER
A. PHILIP RANDOLPH
A. L. SPRADLING
O. A. KNIGHT

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DAVID J. McDONALD
DAVID DUBINSKY
WM. F. SCHNITZLER

REGION NO. 8, PAUL R. CHRISTOPHER, DIRECTOR
216 FLATIRON BUILDING
705 BROADWAY, N. E.
KNOXVILLE 17, TENNESSEE
PHONE 4-7481

May 17, 1957

Mr. Emory F. Via
Labor Consultant
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Emory:

I had made tentative plans to take one week of my 1957 vacation during the week beginning Sunday, July 7, but fortunately the plans are not too firm and I am hoping to be able to join you at the Fisk Institute on Race Relations that week.

I shall be glad to serve on the panel Tuesday morning, July 9th.

I can not see my way clear just now to make a firm commitment to enroll in the union staff institute the week of July 6-13. Maybe it can be worked out later this month or early in June, at which time I shall let you know.

In addition to those names appearing on the list of persons to whom you have sent letters of invitation to attend the July 6-13 Union Staff Institute, I would like to suggest you add the following:

Arthur J. Potter, Assistant Regional Director
AFL-CIO Region VIII
1310 Washington Building
Louisville, Kentucky

Wm. F. Billingsley, Secretary-Treasurer
Kentucky State Industrial Union Council
407 Vaughan Building
Louisville, Kentucky

Fred Comer, President
Knoxville Area Central Labor Council
3320 Barton, N. E.
Knoxville, Tennessee

In addition, I would strongly urge you to communicate with Mr. Stanton Smith, President of the Tennessee State Labor Council at Nashville (Phone Alpine 6-5687), for the names of additional people in Tennessee who would benefit by and might be able to attend this Institute. I am sure you will find Stanton as cooperative as it is possible to be, and he can contribute much to making this program more successful.

Sincerely yours,

Paul R. Christopher
AFL-CIO Region VIII Director

PRC:llr
oeiu 144 afl-cio

CC: Stanton Smith
Ben Segal
Franz Daniel

Solidarity House
8000 EAST JEFFERSON AVE.
DETROIT 14, MICHIGAN
PHONE LORAIN 8-4000

INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW

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RICHARD GOSSER.....VICE-PRESIDENT
NORMAN MATTHEWS....VICE-PRESIDENT
LEONARD WOODCOCK..VICE-PRESIDENT
PAT GREATHOUSE.....VICE-PRESIDENT

CC given to
Paul Anthony -

May 20, 1957

Mr. Emory F. Via
Labor Consultant
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue NE
Atlanta 3, Georgia

Dear Emory:

I have your letter of May 17, 1957 and I have today assigned Brother Earl Henderson to attend the forthcoming meeting in Atlanta May 28-29, 1957.

Sincerely & fraternally,

Bill

William H. Oliver, Co-Director
Fair Practices & Anti-Discrimination
Department, UAW

WHO:cs
oeiu42afl-cio

cc: Earl Henderson

Arkansas
Council On Human Relations

211 SOUTH IZARD TELEPHONE FR 4-4521

LITTLE ROCK, ARKANSAS

A Council to attain, through research and action, the ideals and practices of equal opportunity for all peoples in Arkansas.

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May 24, 1957

Dear Emery Via —

Have just checked on the date for the Labor School, University of Arkansas, Fayetteville — June 16-21. Thought you might use this information.

We will stir next week among staff labor people in re Fisk Institute. This could be use some real good —

Sincerely
Nat

Oil, Chemical and Atomic Workers International Union

AFL CIO

DIAL MURPHY, DIRECTOR
DISTRICT NO. 9

220 FLATIRON BLDG.
705 BROADWAY N.E.
KNOXVILLE 17, TENNESSEE

May 27, 1957

Mr. Emory F. Via, Labor Consultant
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Via:

I am in receipt of your communication announcing you are planning a union staff training institute July 6-13 in conjunction with the 14th Annual Institute of Race Relations at Fisk University in Nashville, Tennessee.

Please be advised that last January a conference was set which will entail travel and participation by staff employees of this Union on July 11-14. For this reason, it will be impossible for us to participate in this conference.

Our meeting is a District Council which will be attended by the Local Union leadership in the six Southeastern states and will be devoted in part to preparation for our coming International Convention in Chicago.

I regret very sincerely this state of affairs but can see no way that either Local Union leadership or staff Representatives can participate in a conference at the time you have set.

Sincerely yours,

Dial Murphy

Dial Murphy, Director
District 9

DM:ks
cc: O. A. Knight
E. D. Swisher
Paul Christopher

SOUTHEASTERN OFFICE
ANTI-DEFAMATION LEAGUE of B'NAI B'RITH
41 EXCHANGE PLACE, S. E.
ATLANTA 3, GA.

May 28, 1957

Dr. Mozell Hill
Atlanta University
Atlanta, Ga.

Dear Mozell:

I thought we had a very productive meeting yesterday, and our field research project on Atlanta is really beginning to take shape.

I am attaching for the information of all who were present the list of available background materials on Atlanta which will form the basis of our study, and indications of who have accepted the assignment of gathering the particular materials.

Let me know when you think we should call another meeting of our group, and I will then call the others.

Warmest regards.

Cordially,

Arthur J. Levin

ajl/bw

CC: Fred Routh
Emory Via
Dudley DeGroot
McHames Whitehead
Irene Osborne
Oscar Cohen

Available Background Information

1. Princeton Study -- Oscar Cohen to obtain from Princeton. Dudley DeGroot to obtain from Dr. Clements

2. Ivey Plan (and interpretation of Board of Education) -- Mozell Hill

3. Annotated and Topical Bibliograph on Atlanta -- Mozell Hill

4. Chicago Study (Negroes in Medicine) -- Mozell Hill

5. An Organization Structure of the Negro Community (Thesis of Miss Jones) -- Mozell Hill

6. Atlanta Council on Human Relations
   A. Education Committee -- demographic data on Atlanta -- Dudley DeGroot
   B. Library Committee -- Mozell Hill from Dr. Golden

7. Southern Regional Council
   A. Newspaper comment on desegregation in Atlanta -- Fred Routh and Florence Irving

      chronology of desegregation
      statements by political figures
      registration and voting records
      5th District politics
      "New South" extracts

8. Pro-Segregation Groups -- Arthur Levin and Paul Anthony

9. Labor Unions -- Emory Via

10. Churches and Church Related Organizations -- Art Levin and Fred Routh

11. Hammer Study on Industrialization -- Fred Routh

12. Hylan Lewis and R.A. Thompson Study on Housing -- Mozell Hill

13. List of Voluntary Organizations in Atlanta -- James Whitehead

14. Reports of Interne Projects in Atlanta -- American Friends Service Committee -- Irene Osborne

2/5

Southern Regional Council, Inc.
63 AUBURN AVENUE, N.E. ATLANTA 3, GEORGIA

JUN 27 9 0 58 A — Stp —

0.25

May 29, 1957

The U.S. Government Printing Office
Washington, D. C.

Gentlemen:

Please send me one copy of The Federal Budget in Brief - Fiscal Year, 1957, published by the Bureau of the Budget. I am enclosing .25¢ in stamps to cover the cost of this item. I would also like to obtain a copy of The American Workers Fact Book, 1956, published by the Department of Labor. If there is a charge for the Fact Book please bill me, or if this is not possible, please let me know the amount per single copy. 1.50

Please send both publications to me in care of the following address:

Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N.E.
Atlanta 3, Georgia.

Yours truly,

Emory F. Via

Emory F. Via
Labor Consultant

WORKED BY N-S-33

2 Enclosed 1.75
To be mailed
Later
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EFV:mm
Enclosure

SHORT 1.50

22

RECEIVED JUN 13 1957

June 5, 1957

Mr. Benjamin Segal
Trade Union Consultant
Fund for the Republic
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Ben:

Regarding your letter of May 6, 1957, with respect to the forthcoming Southern Staff Training Seminar, July 6 through 13, 1957, at Fisk University, this is to advise that I have assigned our two southern staff members from the Fair Practices Department to attend the institute. They will be in contact with you about this matter very shortly.

Kindest personal regards.

Sincerely and fraternally,

William H. Oliver, Co-Director
Fair Practices and Anti-Discrimination
Department, UAW.

WHO:jq
cc:ctb:ifbcio

cc: Roy Reuther
Victor Reuther
Julius Fraser
Earl Henderson
Emery Via

AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

GEORGE MEANY
PRESIDENT

WM. F. SCHNITZLER
SECRETARY-TREASURER

REGION NO. 8. PAUL R. CHRISTOPHER, DIRECTOR
216 FLATIRON BUILDING
705 BROADWAY, N. E.
KNOXVILLE 17, TENNESSEE
4-7481-2

June 6, 1957

Mr. Emory F. Via
Labor Consultant
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Emory:

Your note of June 4th is appreciated. I am glad AFL-CIO upped its contribution from $2000 to $3000, but had hoped a $5000 contribution would be forthcoming.

I have talked with Stanton Smith and several others about the union staff institute scheduled at Fisk University next month. As a result of these several conversations I am firmly convinced an intensive personal recruitment campaign is highly desirable, if enough good people are to be persuaded to attend. Maybe we can talk about this if you get here next week, but there is very little time if you have to visit selective individuals. I am sorry the prospects seem no better to me, but thought you would want to know.

With best wishes, I am

Sincerely,

Paul

Paul R. Christopher
AFL-CIO Region VIII Director

PRC:llr
oeiu 144 afl-cio

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AMALGAMATED CLOTHING WORKERS

OF AMERICA — AFL-CIO

15 UNION SQUARE • NEW YORK 3, N. Y. • TELEPHONE: ALGONQUIN 5-7800

OFFICE OF THE SECRETARY

June 6, 1957

Mr. Benjamin D. Segal
Trade Union Consultant -
Fund for the Republic
1820 Jefferson Place, N.W.
Washington 6, D. C.

Dear Ben:

I have your letter of May 17th concerning the Fisk Institute of Race Relations to be held during July.

We have asked Eula McGill of our Southern Staff to attend, and I have sent the application blank to her.

In case you don't know Sister McGill, she is one of the two oldest members of our Southern Staff in terms of seniority, and I am sure she will not only contribute a great deal but will also gain a great deal from the conference.

Sincerely,

Charlie

Charles S. English,
Assistant Southern Director

CSE:sk

June 10, 1957

Mr. Ben Segal
Trade Union Consultant
Fund for the Republic
1820 Jefferson Place, N.W.
Washington, D. C.

Dear Mr. Segal:

A note from Emory Via, received today, asked that I send you the names of those who plan to attend the Union Staff Training Seminar at Fisk and those who have replied that they will be unable to attend. We have received the following replies in this office to date:

Cannot attend:

E. C. Pippin, Alabama Labor Council, Montgomery
John Bateman, UAW, Atlanta
Carey E. Haigler, AFL-CIO Region 5, Charlotte

Will attend:

Two Southern staff members from the Fair Practices Department of UAW will attend the institute, according to our copy of William Oliver's letter of June 5, which was directed to you. We have not yet received any communication from these men.

Fifty copies of the follow-up letter, information sheet, and return envelopes were mailed to you on June 5th. Please let me know if you have not yet received this material, and I will send a duplicate mailing to you immediately.

Sincerely,

Marge Manderson
Secretary to Mr. Via

mm/s

Memo FROM THE DESK OF **EMORY VIA** 37

6/7/57

Marge:

Copies of latest letter on Fisk should go to Ben Segal immediately by fastest route.

Also send him any names of persons definitely signed up or refusing, as they come in.*

Thanks. Hope all goes well.

Emory

* Also send copies of the information sheet. About 35-50 of each.

L. S. BUCKMASTER, PRESIDENT JOSEPH W. CHILDS, VICE PRESIDENT DESMOND WALKER, SECRETARY-TREAS.

United Rubber, Cork, Linoleum and Plastic Workers of America

AFL - CIO

UNITED RUBBER WORKERS' BLDG., 87 SOUTH HIGH STREET
Akron 8, Ohio

PHONES
FRANKLIN 6-6181, 6-6182, 6-6183, 6-6184, 6-6185, 6-6186

June 11, 1957

Emory F. Via
Labor Consultant
Southern Regional Council
Room 432
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Brother Via:

Attached hereto is my application for attendance at the Southern Union Staff Training Seminar, to be held in connection with Fisk University's Fourteenth Annual Institue of Race Relations of Nashville, Tennesse.

I am still hopeful that we shall be able to have some member or members of the Southern staff from our organization present at this Seminar. However, this will not be certain for a little while yet.

Wishing for a successful conference, I remain.

Faternally yours,

James E Turner

James E. Turner
Assistant Director
Fair Practices

JET:hjm

June 11, 1957

Mr. B. F. McLaurin
International Field Organizer
Brotherhood of Sleeping Car Porters
217 West 125th Street - Room 301
New York 27, New York

Dear Brother McLaurin:

Your letter of June 3, listing contacts who may be interested in attending the Southern Staff Training Seminar at Fisk University, was referred to me by Ben Segal, and invitations have been forwarded to each of the people you suggested. Thanks for your assistance in providing us with these names.

We would like very much to get in touch with the contacts you mention in North and South Carolina, and since Ben and I are working jointly on the Seminar, may I suggest that you send their names and addresses directly to me in care of Southern Regional Council.

Thanks once again for your help.

Sincerely and fraternally,

Emory F. Via
Labor Consultant

EFV:mm
Signed in Mr. Via's absence.

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3947 Drexel Boulevard
Chicago 15, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

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1716 Seventh Street
Oakland, California

T. D. McNEAL
4th International Vice-President
11 North Jefferson Street
St. Louis 3, Missouri

THOMAS PATTERSON
Eastern Zone Supervisor

June 3, 1957

Mr. Benjamin D. Segal
Trade Union Consultant-Fund for the Republic
1820 Jefferson Place, N. W.
Washington 6, D. C.

Dear Ben:

Thanks kindly for copy of a memo on the Southern Staff Training Seminar. May I suggest that you write immediately to Mr. Thomas W. Culpepper, 942 Parsons Street, S. W., and Mr. J. C. McFarlin, 117 Chestnut Street, S. W., Atlanta, Ga., Also the president of the Ladies Auxiliary, Mrs. Gertrude Ross, 567 Pulliam Street, S. W., Atlanta, Ga. If you would like to have a few of our contacts in North and South Carolina, I would be happy to send them on.

May I say that it might be well to reach James Roland, 1032 40th Avenue and J. R. Neely, 1411 Phillip Street, Nashville, Tenn.

I wish you every success.

Sincerely yours,

B. F. McLaurin

B. F. McLaurin
International Field Organizer

BFM:lp

June 12, 1957

Mr. Ben Segal
Trade Union Consultant
The Fund for the Republic
1820 Jefferson Place, N.W.
Washington, D. C.

Dear Mr. Segal:

We have received several more replies to the invitations to attend the Union Staff Training Seminar at Fisk:

Will attend:

1. Eula McGill, Organizer
   Amalgamated Clothing Workers of America
   P. O. Box 161
   Cookeville, Tennessee

2. Earl H. Henderson, UAW

3. James ~~P.~~ F. Turner, URWA

Unable to attend:

1. Thomas W. Culpepper, Sleeping Car Porters
   Atlanta

As we receive further replies, I'll write you.

Sincerely,

Marge Manderson
Secretary to Emory Via

Southeastern Regional Office

INTERNATIONAL LADIES' GARMENT WORKERS' UNION AFL—CIO

1489 GORDON STREET, S. W.
ATLANTA 10, GEORGIA

Telephone PLaza 3-1151

DAVID DUBINSKY, *President*
E. T. KEHRER, *Southeastern Regional Director*

June 13, 1957

Mr. Emory Via
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, NE
Atlanta 3, Georgia

Dear Emory:

With regard to the Institute planned for July 6 at Fisk University in Nashville, Tennessee, unfortunately this is immediately following our Regional Conference and falls during the week when most of our staff members take their annual vacations. It will not be determined until later in the month who will be on hand during that week who might benefit from such an experience.

I will discuss this matter with you further upon my return from New York on June 20.

Fraternally,

E. T. Kehrer /pr

E. T. Kehrer, Director
Southeastern Region, ILGWU

ETK/pr

E. T. MICHAEL
DIRECTOR
REGION 8

INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA · UAW

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LEONARD WOODCOCK..VICE-PRESIDENT
PAT GREATHOUSE.....VICE-PRESIDENT

IN REPLY REFER TO:
REGIONAL OFFICE
526 ST. PAUL PLACE
BALTIMORE 2, MARYLAND
SARATOGA 7-5870

June 13, 1957

Emory Via
Labor Consultant
Southern Regional Council,Inc.
Room 432
63 Auburn Ave.,N.E.
Atlanta 3, Georgia

Dear Emory:

I want to thank you for sending me an informal summary of the inter-agency conference held in Atlanta recently. It certainly was a great help to me in making up my report.

I guess that the next time I see you, we will be able to spend more time together.

Until we meet again at the Fisk Institute, I remain

Sincerely and fraternally,

Earl H. Henderson
Field Representative UAW

The South Carolina Council on Human Relations

1508 Lady Street
COLUMBIA, S. C.

June 14, 1957

Mr. Emory Via
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta, Georgia

Dear Emory Via:

I shall be most interested to learn the results of your interviews with Sinway Young and with Boyd Payton.

Since talking with you, I have again communicated with Leucretia Neal of Silverstreet, S. C. relative to attending the Labor Institute at Fisk. She is unable to consider attending due to pressures of work. She is a business agent for four locals of the Amalgamated Clothing Workers.

In contacting leaders in several textile unions, I was told that they are usually paid for time lost from work as well as financed by the union and/or a scholarship.

The Mollobon Mill in Newberry will be closed the first two weeks in July and for that reason it might be easier to arrange for attendance at the Institute. However I learned from Ed McConnell, Washington Street, Mollobon Mill, Newberry, S. C. that Mollobon withdrew from the state organizationat the time of the AFL-CIO merger. Ed is a fine person, but represents an older type of leadership. He is very forthright and honest though "traditional" in viewpoint. He seemed interested to secure informational materials which he promised to share with emerging leaders in the hope of interesting one or more to attend the Institute. Won't you send Ed material and interview him and/or his prospects, if possible? Wish we might be more helpful.

Sincerely,

Alice N. Spearman

(Mrs.) Alice N. Spearman
Executive Director

ANS/sw

June 17, 1957

Mr. Ben Segal
Trade Union Consultant
The Fund for the Republic
1820 Jefferson Place, N.W.
Washington, D. C.

Dear Ben:

Registration now looks like this:

CWA - 1 (probably Lee White)
UAW - 4 (Henderson, Frazier, Wagner, and Hardin)
ACWA - 1 (Eula McGill)
URWA - 1 (Jim Turner - possibly one more)
Brewery- 1 (Jim Wolfe - possibly one more)
Va. AFL-CIO - 1 (Julian Carper)
IUE - 1 (Ken Peterson)
TWUA - 2 ("Red" Lisk and Ray Berthiume, plus Boyd Payton and Wayne Durningcourt (?) for 10-13th, and good chance of Dave Terry and Bartchfield coming for whole seminar)
American Fed. of State, Co., etc. - 1 (Probably Hank Wilson).

I do not actually have registrations for all of these in hand, but they have either written, talked with you, or given me oral assurance of attending. I head for Tennessee and Arkansas in a day or two. The Northward and Southward trip was rewarding - real good to see you and family and meet with folks in D.C.

Your end of my expenses amounts to $45.32. This includes plane from Greensboro to Richmond and return, train from Richmond to D.C. and return, a couple of meals en route, and a couple of cab fares.

You can see that my most successful stop was with Boyd in Charlotte -

he talked with about ten staff guys while I was in his office.

Sincerely,

Emory F. Via
Labor Consultant

EFV:mm

UNIVERSITY OF MINNESOTA
UNIVERSITY EXTENSION SERVICE
MINNEAPOLIS 14

GENERAL EXTENSION DIVISION

112 TSMb
June 18, 1957

Mr. Emory Via, Labor Consultant
Southern Regional Council
63 Auburn Avenue N. E.
Atlanta, Georgia

Dear Emory:

It was grand to hear from you and to learn that you will be able to be with us for our summerlabor Institute. The enclosed program and covering letter describe the Institute in a general way.

You ask some specific questions about what we would like to have you cover in your sessions. At the moment, I can't put my hands on you letter so please forgive me for saying that I will write you in more specific terms at a later date. We do want you to discuss civil rights and civil liberties, problems of integration, and problems facing organized labor in the south.

As the announcement indicates, we meet at the YW camp on Lake Minnetonka - away from urban civilization. It provides an atmosphere for informal discussion as well as formal class periods.

We expect to pay your travel expenses as well as an honorarium. The enclosed exemption certificates should be used when purchasing any train or plane tickets - in order to save the 10% transportation tax. We will arrange to have someone meet you after we know when and how you expect to arrive.

With our very best wishes,

Cordially,

Walter

Walter H. Uphoff,
Head of Workers Education

U: enc. 2

A copy of our Steelworkers announcement is also enclosed —

TRANSPORTATION AGENTS SHOULD NOT ACCEPT THIS CERTIFICATE UNLESS THE OFFICER OR EMPLOYEE PRESENTING IT SHOWS SATISFACTORY CREDENTIALS

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Ticket Form No..... Ticket No.....
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For..... Via.....
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From..... To.....

I CERTIFY that the charges for the service indicated above have been, or will be, paid for by the United States, or by a State or Territory, or Political Subdivision thereof, or the District of Columbia, as indicated below, are incurred in the performance of my official duties, and are exempt from the tax imposed under section 3469 of the Internal Revenue Code.

University of Minnesota
(Government agency or service account of which exemption is authorized)

.....
(Signature)

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Lecturer
(Title)

NOTE.—A separate exemption certificate will be required for each ticket furnished or fare collected.

Form 731 (231-4)

United Steelworkers of America

I. W. ABEL
SECRETARY-TREASURER

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PRESIDENT

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VICE-PRESIDENT

Committee on Civil Rights

1500 COMMONWEALTH BUILDING • PITTSBURGH 22, PA.

GRANT 1-5254

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BOYD L. WILSON
FRANCIS C. SHANE
EXECUTIVE SECRETARY

June 19, 1957

Copy sent to Segal, 6/24
Copy in replies file -

Mr. Emory Via
Fund for the Republic
1820 Jefferson Place, N. W.
Washington 6, D. C.

Dear Emory:

The following people will attend the Institute on Race Relations at Fisk University, July 6-13, 1957:

USA	International	Representative	Boyd L. Wilson,	Pittsburgh,	Pa.	
"	Representative	Ellison Jeffries,	District 25,	Cincinnati,	Ohio	
"	"	Ben Schwartz	"	"	"	"
"	"	Robert Bollard	"	"	"	"
"	"	Floyd Hill	"	"	"	"

In addition, there will be others yet to be named from the following areas:

1 from USA Local Union 3657, International Office, Pittsburgh, Pa.
1 from USA Committee on Civil Rights, Los Angeles, California
* 2 from USA District 13, Johnstown, Pennsylvania

There is also a possibility that we will have at least one staff representative present from USA Districts 35, Atlanta, Georgia; 36, Birmingham, Alabama; and 37, Houston, Texas, but these latter are questionable due to the fact that there are organizing drives going on in each area.

However, the above will give us a pretty good representation of people who are engaged in inter-group and race relations work.

Sincerely yours,

Francis C. Shane

Francis C. Shane
Executive Secretary

FCS:ah * There is some question now whether there will be any representation from Johnstown, Pa. FCS

American Friends Service Committee

Southeastern Regional Office

1818 S. Main St. High Point, N. C.

NATIONAL OFFICES
PHILADELPHIA, PENNSYLVANIA
Henry J. Cadbury, *Chairman*
Lewis M. Hoskins, *Executive Secretary*

TELEPHONE 2-4025

REGIONAL OFFICE
Algie I. Newlin, *Chairman*
W. Evan Cecil, *Treasurer*
B. Tartt Bell, *Executive Secretary*

June 21, 1957

Copy to Segal, 6-24
Copy in replies file

Mr. Emory F. Via
Labor Consultant
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Via:

Thanks ever so much for the material sent me June17.

Our budget is extremely low at this time of the year. However, one of our staff members, Charles Davis, will be attending the Institute at Fisk and I am asking him to bring us a report on that phase dealing with Union Staff Training.

It certainly was good to see you, and I am sorry that I was not able to be in the group the following week

Again thanks and best wishes,

Respectfully,

Henry L. Catchings

Henry L. Catchings
Associate Director

MERIT EMPLOYMENT PROGRAM

HLC:sb

WILLIAM POLLOCK
General President

JOHN CHUPKA
General Sec'y-Treas.

EMIL RIEVE
Chairman, Executive Council

TEXTILE WORKERS UNION OF AMERICA

Affiliate of the AFL-CIO

110 WEST SIXTH STREET CHARLOTTE 2, NORTH CAROLINA

BOYD E. PAYTON
SOUTHERN DIRECTOR

TELEPHONE:
FRANKLIN 6-7521

June 24, 1957

Mr. Emory Via
Southern Regional Council
Room 432, 63 Auburn Avenue, N. E.
Atlanta, Georgia

Dear Brother Via:

Please be advised that I will attend the Southern Union Staff Training Seminar at Nashville, Tennessee, starting July 6th.

I plan to arrive in Nashville during the afternoon of July 5th. Will you please advise me as to where I should report?

I will finish paying tuition and room and board costs upon arrival.

Fraternally yours,

H. D. Lisk

H. D. Lisk
International Representative

Enclosures

American Federation of Teachers
Affiliated With The AFL-CIO
DEMOCRACY IN EDUCATION • EDUCATION FOR DEMOCRACY
28 EAST JACKSON BLVD • CHICAGO 4, ILLINOIS • HARRISON 7-2950

CARL J. MEGEL
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MINNEAPOLIS 10, MINN.

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35 POTTER ST.,
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15 BARR ST.,
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PUBLIC RELATIONS COUNSEL

June 25, 1957

Mr. Emory F. Via
Southern Regional Council
63 Auburn Avenue, N.E.
Room 432
Atlanta 3, Georgia

My dear Mr. Via:

The American Federation of Teachers will not be able to send anyone to the conferences at Fisk on July 6th. I am sorry because I feel that the experience is a wonderful one.

I spent three weeks at the Race Relations Seminar in 1949 myself.

However, I would like very much to have copies of the reports which grow out of the conference and any kit of materials used and will, of course, be glad to pay for them.

Fraternally yours,

Mary Herrick

MARY HERRICK
Research Director
AMERICAN FEDERATION OF TEACHERS

MH:BF
oeiu28
afl-cio

June 26, 1957

Mr. Henry T. Wilson
American Federation of State, County,
and Municipal Employees
448 W. Washington
Madison 1, Wisconsin

Dear Hank:

Enclosed is the official application blank for our Union Staff Training Seminar held in conjunction with the Fisk Race Relations Institute.

Please fill this in and return it to me as soon as possible. I look forward to seeing you at the Institute.

Sincerely and fraternally,

Emory F. Via
Labor Consultant

EFV:mm

Enclosures

June 26, 1957

Mr. James E. Turner
Assistant Director
Fair Practices Department, URWA
URW Building
Mill and High Streets
Akron, Ohio

Dear Jim:

Enclosed is the official application blank for our Union Staff Training Seminar held in conjunction with the Fisk Race Relations Institute.

Please fill this in and return it to me as soon as possible. I look forward to seeing you at the Institute.

Sincerely and fraternally,

Emory F. Via
Labor Consultant

EFV:mm
Enclosures

June 26, 1957

Miss Eula McGill
Amalgamated Clothing Workers of America
P. O. Box 161
Cookesville, Tennessee

Dear Miss McGill:

Enclosed is the official application blank for our Union Staff Training Seminar held in conjunction with the Fisk Race Relations Institute.

Please fill this in and return it to me as soon as possible. I look forward to seeing you at the Institute.

Sincerely and fraternally,

Emory F. Via
Labor Consultant

EFV:mm
Enclosures

June 26, 1957

Mr. Theodore E. Brown
Assistant Director, Civil Rights Department
AFL-CIO
815 - 16th Street, N.W.
Washington, D. C.

Dear Brother Brown:

Enclosed is the official application blank for our Union Staff Training Seminar held in conjunction with the Fisk Race Relations Institute.

Please fill this in and return it to me as soon as possible. I look forward to seeing you at the Institute.

Sincerely and fraternally,

Emery F. Via
Labor Consultant

EFV:mm
Enclosures

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PHONE: VI 2-8672 - 2-8673 KANSAS CITY 6, MISSOURI

June 26, 1957

Mr. Benjamin Segal
Trade Union Consultant
Fund for the Republic
Southern Regional Council
Room 432, 63 Auburn Avenue
Atlanta 3, Georgia

Dear Ben:

This is to advise you that I will be attending the forthcoming Southern Staff Training Seminar at Fisk University.

I will arrive early July 7, 1957.

Fraternally yours,

Julius Frazer

Julius Frazer
Field Representative
Fair Practice Anti-Discrimination
Department - UAW

CC: Wm. H. Oliver

INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL, SOFT DRINK AND DISTILLERY WORKERS OF AMERICA

Affiliated with the AFL-CIO

2347 Vine Street, Cincinnati 19, Ohio

PLaza 1 - 5130

James E. Wolfe, Director
Research and Education

June 28, 1957

Mr. Emory F. Via,
Labor Consultant
Southern Regional Council, Inc.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Emory:

We will have one field representative of our International Union present at the Seminar at Fisk University. I have sent him the application form which I trust he will send on to you, but for your immediate information, his name is Mr. Neil P. Hickey. He resides in Chattanooga, Tennessee.

I will be able to attend the Seminar only for a few days. Commitments made sometime ago for meetings in Detroit and Canada for the 7th, 8th and 9th could not be cancelled.

Best wishes for a successful conference.

Sincerely and fraternally,

James E. Wolfe ses

James E. Wolfe, Director
Research and Education

JW/ses

Alabama Council on Human Relations, Inc.

ROOM 206, MOORE BLDG. - 217 S. COURT ST. - MONTGOMERY 4, ALABAMA
PHONE 2-0450

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"AN ORGANIZATION TO ATTAIN, THROUGH RESEARCH AND ACTION, EQUAL OPPORTUNITIES FOR ALL PEOPLE OF ALABAMA."

Room 1218 Comer Building
Birmingham, Alabama
June 28, 1957

Mr. Emory Via
Southern Regional Council
63 Auburn Avenue Northeast
Atlanta 3, Georgia

Dear Emory:

I have just had a phone call from one of the important local labor officials who had been invited by you and Ben to attend your workshop at Fisk. He had a lot of intimidation to follow his appearance at one of our Alabama Council meetings, the intimidation coming from unionists, and he is frankly skeptical about attending Fisk. He wanted to know who [redacted] received this invitation and if there would be photographers and reporters attending the labor sessions, etc. He wants very much to attend because he wants to know how to handle these racial problems but fears that another incident will finish him with the unions.

You know his problem so hows about sending me what assurances you might have in order that I can convey them to him immediately.

He happened to mention that Carl Griffin said that he had not received one of these invitations in case you want to add his name. He would definitely be all right.

Best regards for a successful conference.

Cordially,

Bob

Rev. Robert E. Hughes
Executive Director

REH:cdf

Rubel Farr 2 Notified
→ French Poulher - Notified
E.C. Pippin - Notified

AL 2 2722

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July 1, 1957

Mr. Emory F. Via
Labor Consultant
Southern Regional Council, Inc.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Via:

I am sending to you, under separate cover, The New Threat To Freedom of Speech, Press and Voluntary Associations as requested in your letter of June 27, 1957 to Mr. Fleischman.

Very truly yours,

Fay Bogart

Fay Bogart

FB

cc: H. Fleischman

146-5-57-25M

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140

July 2, 1957

Mr. Emory F. Via, Labor Consultant
Southern Regional Council, Inc.
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Emory:

I have just received the official application blank for the Union Staff Training Seminar to be held at Fisk University. The other day I called Ben Segal to report that it would be impossible for our Federation to arrange for one of our men to attend this session. During your last visit here in Washington, I mentioned the possibility of my attending this session. Since talking to you, I have purchased a house and have made arrangements to move my family from Madison to Washington on the 15th of July. These plans will call for my being in Madison during the time of the Fisk Institute. My family will not tolerate my being away during the time that preparations are being made for the move.

We had hoped it would be possible to assign one of our other staff people, but our organization division has made arrangements for a staff meeting here in Washington on July 10 and 11. This meeting will tie up all personnel, who would be qualified to participate in your institute.

I am sorry to disappoint you on these arrangements, but want you to know that our failure to participate at this meeting does not indicate a lack of interest or a desire to participate in future meetings.

Sincerely and fraternally,

Henry T. Wilson — Will not attend —

Henry T. Wilson
Legal Assistant

Retail, Wholesale & Department Store Union

AFFILIATED WITH THE CONGRESS OF INDUSTRIAL ORGANIZATIONS

REGIONAL OFFICE

28½ SOUTH 20TH STREET

PHONE 54-2500

BIRMINGHAM, ALA.

July 2, 1957

Mr. Emory F. Via, Labor Consultant
Southern Regional Council, Inc.
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Brother Via:

I have today contacted our Representative in Nashville urging him to attend the Institute at Fisk University if at all possible.

Sincerely and fraternally yours,

Frank Parker

Frank Parker
Regional Director

FP/cts

United Steelworkers of America

AFL-CIO

District 35

LORNE H. NELLES
DIRECTOR

95 MERRITTS AVENUE, N. E.
Atlanta 8, Georgia

TRINITY 5-5351

July 3, 1957

Mr. Emory F. Via
Southern Regional Council, Inc.
63 Auburn Avenue, NE
Atlanta 3, Georgia

Dear Emory:

It is unfortunate that everytime you try to contact me it seems that I am out of the City; however, on my trips around the country I talked with Frank Shane and Emery Bacon of our National Office pertaining to your Union Staff Training Seminar to take place at the Fisk University in Nashville on July 6.

USA

I have instructed Staff Representatives James Payne and George Weakman to attend and if possible, I will try to attend one or two days myself.

With best wishes,

Fraternally yours,

Lorne H. Nelles

Lorne H. Nelles
Director, District 35

LHN:n

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TEXTILE WORKERS UNION OF AMERICA

Affiliate of the AFL-CIO

110 WEST SIXTH STREET CHARLOTTE 2, NORTH CAROLINA

BOYD E. PAYTON
SOUTHERN DIRECTOR

TELEPHONE:
FRANKLIN 6-7521

July 3, 1957

Mr. Emory Via
Fiske University
Nashville, Tennessee

Dear Emory:

In regard to your letter of June 29th, which has must come to my attention upon my return from Washington, it will be impossible for me to arrive at Fiske University before early evening of July 10th.

I will be there Thursday and Friday, but will have to leave early Saturday morning. You may feel free to use me in whatever way you see fit during that time.

With kind personal regards, I am

Sincerely yours,

Boyd

Boyd E. Payton
Southern Director

Solidarity House
8000 EAST JEFFERSON AVE.
DETROIT 14, MICHIGAN
PHONE LORAIN 8-4000

INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW

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July 3, 1957

Mr. Emory F. Via
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Via:

Please accept our apologies for the long delay in replying to your request to receive THE UNITED AUTOMOBILE WORKER on an exchange basis with your publication, NEW SOUTH. It had been mislaid in our post-convention work that had piled up.

I am enclosing the issues which have been published during recent months, beginning with our convention issue of last April.

Your name has been placed on our mailing list and you will begin to receive regular copies very shortly. We will look for more issues of NEW SOUTH.

Sincerely,

Jean Roek

(Miss) Jean Roek
Secretary to Frank Winn
Director of Public Relations

oeiu42

encls. 4

The South Carolina Council on Human Relations

1508 Lady Street
COLUMBIA, S. C.

July 3, 1957

Mr. Emory Via
Race Relations Institute
Fisk University
Nashville, Tennessee

Dear Emory Via:

I am glad that you succeeded in securing twenty participants for the workshop at Fisk. I sincerely hope that some of the persons who attend work in South Carolina at least part of the time and that I may soon have an opportunity to meet them.

This mornings mail brings a letter from Paul Anthony saying that you will be able to get the film "The Face of the South" to me in time for use at the Opportunity School late next week. As the school closes on July 13th, I trust that we may be able to receive it at as early a time as possible. In sending it recently to a college in Texas, I was informed by the Post Office that a special delivery payment on it would assure special handling and thus avoid delays.

Sincerely,

Alice N. Spearman

(Mrs.) Alice N. Spearman
Executive Director

ANS/sw

P.S. Can you tell me how I can get a copy of the Fund for the Republic financed survey of the locals in S.C. & prepared for the AFL-CIO? Have just read about this in the June NAIRO Reporter. A.N.S.

TEXAS COMMISSION ON RACE RELATIONS

Affiliated With

The Southern Regional Council

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Austin, Texas

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July 8, 1957

Mr. Emory F. Via
Race Relations Institute
Fisk University
Nashville, Tennessee

Dear Mr. Via:

This is Monday of the week I had so wanted to spend in Nashville. All I can do now is to feebly send my greetings to you and wish you all good things in the important undertaking you have at Fisk Institute this week.

The labor scene in Texas is a most busy one, mainly because of the big merger convention planned here in Austin at the end of this month. This is one reason why the close friends I have in both the A.F. of L. and CIO found no chance to make the trip over to be with you.

If ever you manage to get to this end of the South, I would appreciate it very much being given a few weeks notice so that I can have a chance to learn of some of the things you are doing.

Sincerely yours,

E. G. Kloppe

E. G. Kloppe

EGK:sc

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AFL - CIO

UNITED RUBBER WORKERS' BLDG., 87 SOUTH HIGH STREET

Akron 8, Ohio

PHONES

FRANKLIN 6-6181, 6-6182, 6-6183, 6-6184, 6-6185, 6-6186

July 9, 1957

Mr. Emory F. Via
Labor Consultant
Southern Regional Council
Room 432, 63 Auburn Ave., NE
Atlanta 3, Georgia

Dear Emory:

It was good to receive your letter describing the progress Margaret has been making. It sounds encouraging and I hope that this improvement will continue until she can get around like new.

As far as Margaret's artistic talents in relation to the songbook: If she would like to try a couple of preliminary rough sketches I will be happy to take a look at them. She might try doing some artwork for the green pages that separate each major section such as coal mining, textile, freedom songs, etc. I would certainly like to see what she can do with this particular material. We had thought in terms of something fairly "rugged" and I am not sure if Margaret has done much work of this type but I would be happy to see what she comes up with.

Enclosed is a letter dealing with our summer school. I wrote this separately to make the filing for both of us easier.

Best wishes,

Joe Glazer
Education Director

JG:sm
OEIU 339

Organization *Fair Legislation* *Education*

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Arkansas State Federated Labor Council

AFL-CIO

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July 9, 1957

Mr. Emory F. Via, Labor Consultant
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N. E.,
Atlanta 3, Georgia

Dear Brother Via:

Your letter of June 24th relative to our sending a delegate to the Union Staff Seminar being held in conjunction with the Fisk Institute on Race Relations:

We are very grateful for the invitation, and more so, for the scholarship offer, but unfortunately, I was not able to attend myself and was unable to find someone who could attend on these dates.

Thanking you again, and with best wishes, I am

Sincerely and fraternally,

V H Williams

V. H. "Bill" Williams
Executive Secretary

VHW:mm

BENJAMIN D. SEGAL
1820 JEFFERSON PLACE, N. W.
WASHINGTON 6, D. C.
STERLING 3-2194

July 19, 1957

Mr. Emory Via
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Emory:

This is a rush note. I hope you had a good week's rest and vacation and that Margaret is coming along well.

I am enclosing a press release on the Institute we did for the labor papers and a story that Al did for Labor Daily. You did a very good job at the Institute. I feel as though I was not as helpful as I might have been. It turned out that the doctor at Group Health told me that I must have been walking around with the flu all of last week. At any rate, I spent two days or so in bed this week and at this point I feel that I should still be there.

I hope you will have a chance to get to work on the report of the Seminar.

I had a conversation with Manny Muravchik. I will either write you and Harold about ir or talk to you about it the first chance I get.

With best wishes and kindest regards.

Sincerely yours,

Benjamin D. Segal

BDS:HI
Enclosures

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE
20 WEST 40th STREET, NEW YORK 18, N. Y.
LOngacre 3-6890

July 19, 1957

Mr. Emory Via, Labor Consultant
Southern Regional Council
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Emory:

Please find enclosed copy of my memorandum to Leonard Woodcock, director UAW General Motors Department re UAW Local 25 in St. Louis, Missouri, as you requested. I think you will find this memorandum to be self-explanatory.

As a result of this memorandum a conference was held with Leonard Woodcock and others in the leadership of the UAW and I am pleased to report that some significant changes have taken place. I am requesting that you treat this memorandum as a confidential matter and should appreciate any comments you might wish to make.

I look forward to seeing you the week of the 29th in Atlanta. Please confirm the arrangements as early as you can for the Atlanta meeting as I am now faced with some additional time problems.

Please give my warmest regards to Harold and say hello for me to Marge.

Sincerely,

Herbert

Herbert Hill,
Labor Secretary

HH:mso
Enclosure
afscme/1707-afl-cio

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June 3, 1957

MEMORANDUM TO: LEONARD WOODCOCK, DIRECTOR, GENERAL MOTORS DEPARTMENT, UNITED AUTOMOBILE WORKERS OF AMERICA

WILLIAM H. OLIVER, CO-DIRECTOR, UAW FAIR PRACTICES AND ANTI-DISCRIMINATION DEPARTMENT

FROM: HERBERT HILL, LABOR SECRETARY, NAACP

RE: Status of Negro Workers - General Motors Corporation, St. Louis plant.

General Motors Corporation has maintained operations in the St. Louis area since 1919 and today operates two plants employing in excess of 6,000 persons of which approximately 400 are Negroes. The two divisions of the General Motors Corporation operating in the St. Louis area are Chevrolet and Fisher Body. Local management contends that the St. Louis assembly plant produces approximately 2,000 units per day and is one of the most important operations in the General Motors structure.

Trade union organization in these plants took place early in the history of the UAW. For many years the collective bargaining agreement has been between the Chevrolet-St. Louis Division of the General Motors Corporation and the UAW, Local Union #25. A separate agreement is in operation at the Fisher Body Plant.

Beginning in 1933 the issue of Negro employment at the St. Louis General Motors plants has been a matter of great concern within the Negro community and with the civil rights agencies operating in the St. Louis area. The first discussion between civil rights agencies and General Motors officials regarding the Company's racial employment policies occurred in 1933. An interminable history of conferences, discussions, memoranda, agreements, charges and counterharges, press releases and public statements has occurred for over twenty years. As of this date the problem remains acute and has served to greatly distort relations between Negro community agencies and the UAW. Because it is generally believed that the local leadership of the UAW has been in collusion with management to deny Negro union members their full job rights there is an attitude of rancor and bitterness on the part of responsible community leaders and their organizations toward the UAW, an attitude that is shared by many Negro members of the union.

The local management of the General Motors Corporation does not deny that Negroes are discriminated against at both the Fisher Body and the Chevrolet Division. The Company attempts to justify its discriminatory practice of hiring Negroes exclusively for menial jobs such as porter, sweeper and material handler, etc., and the limiting of non-whites to certain janitorial departments as necessary due to the racist attitudes of white workers and the Union.

Because of direct intervention by the International Union during the Korean War twelve Negroes, for the first time, were placed on the

assembly line as production workers at the Fisher Body Division. At the present time exactly four of the original group are working in production jobs. The other Negroes were not replaced when for various reasons they left the employment of the General Motors Corporation nor has the Company employed additional Negroes for production jobs during the intervening years.

Investigation at the Chevrolet Division indicates that Negro workers are permitted to work exclusively in three departments and are hired in these departments only. The two most important factors in the pattern of Negro discrimination is the Company's rigid policy of initially hiring Negroes exclusively for janitorial and non-production jobs and the Non-Interchangeable Occupational Groups Seniority Plan to be found in the Agreement between the UAW and the Chevrolet-St. Louis Division of the General Motors Corporation.

This seniority provision as it is enforced constitutes in essence a separate line of progression for white and Negro workers. Negroes are hired exclusively in certain departments and have seniority rights only within these departments. White workers are hired initially in production and other departmental classifications and hold seniority rights in operations which permit promotions and the development of skills in a significant number of job classifications. The operation of the Non-Interchangeable Occupational Group Seniority Plan limits job mobility vertically within the department into which one has been initially employed. However, when dealing with white employees the Company and the Union on occasion has made possible some horizontal job movement while insisting on absolute rigidity in the application of this seniority provision when involving Negroes.

It is evident that a great many white workers are opposed to the Non-Interchangeable Occupational Group Seniority Plan, not because of any correct attitude on the race question but simply because they cannot move out of the occupational group limitation. This is especially true of the older employee who has difficulty working on the accelerated assembly lines and too young to retire and receive a pension. (The "wild-cat" strike at the Fisher Body plant during the month of December 1956 is an illustration of this.) Quite apart from the race question the current seniority provisions in the Agreement has been responsible for a lack of stability within the work force and has been the source of much discontent among white as well as colored workers.

At the present time Negro workers have no recourse to the grievance procedure because the Non-Interchangeable Occupational Group Seniority Plan is in operation as the result of the current collective bargaining agreement with the Company. It is obvious that the solution to the problem is to be found in an arrangement whereby employees could have both horizontal and vertical job mobility. This could probably be best obtained by the operation of a plant-wide seniority agreement.

Under the provisions of such an agreement employees, both white and colored, could invoke the authority of the Union through the grievance procedure when denied the right to compete for job promotions for which they are qualified by virtue of seniority and ability. The elimination of the present seniority plan would also remove many of the harmful effects of the Company's present discriminatory practices of hiring Negroes in menial and non-production jobs by making it possible for these workers to qualify for other job opportunities once employed within the plant.

A careful examination of the record of discussions and documents between the aggrieved Negro workers and representatives of the UAW makes it absolutely clear that if anything is to be done to end the present situation it must be done by the most respected and responsible figures in the leadership of the International Union. During the spring of 1956 a group of Negro workers (most of whom belong to the NAACP) employed at the Chevrolet and Fisher Body plants formed a joint committee, attempting to work within the union structure, to secure the elimination of the discriminatory employment practices described in this memorandum. This committee met with the local Executive Board, sent letters to the Regional Director, conferred with International Representatives and attempted to present their case in an orderly and constructive fashion to the responsible UAW officials in the area. Unfortunately nothing of any substance resulted.

It is known that leaders in the local union were elected by conducting an open race baiting campaign and by opposing the anti-discrimination provisions contained in the UAW Constitution. Because the race question is an important factor in the internal political situation and because of the lack of vigorous leadership within the region in enforcing the UAW's fair practices policy it is unrealistic to expect any change in the discriminatory pattern as a result of independent action from the local union or the regional office. It is clear that given the stratification of leadership in the local union and region nothing will be done to alleviate the grievances of Negro UAW members unless the International Union vigorously intervenes.

/mo
cc: Mr. Roy Wilkins,
Executive Secretary, NAACP

Mr. Roy Reuther, Co-Director
UAW Political Action Committee

afscme/1707-afl-cio

RACE RELATIONS DEPARTMENT
AMERICAN MISSIONARY ASSOCIATION DIVISION
BOARD OF HOME MISSIONS, CONGREGATIONAL CHRISTIAN CHURCHES
FISK UNIVERSITY OFFICE
NASHVILLE 8, TENNESSEE

HERMAN H. LONG, DIRECTOR

July 23, 1957

Mr. Emory Via, Labor Consultant
Southern Regional Council
63 Auburn Avenue N.E.
Atlanta 3, Georgia

Dear Mr. Via:

While I know John Hope will write you directly expressing his sincere thanks and appreciation for your participation in our annual Institute of Race Relations and also for the Union-staff seminar for which you were responsible, I wanted to add my thanks and deep appreciation.

Your very able presentations provided a frame of reference against which our Institute members were able to interpret more intelligently and meaningfully materials presented in previous and subsequent Institute sessions.

We are grateful indeed to you that you took time out of your busy schedule to share your thinking with us in what we believe to be one of the real social engineering ventures in the South today. Thank you for helping to make it so.

The members of the Institute staff join me in my thanks and extended good wishes to you.

Sincerely yours,

Herman

Herman H. Long

HHL:rmd

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Southern R[redacted] Inc.
ROOM 432, 63 AUBURN A[redacted]
[redacted]764
[redacted]GEORGIA

A Council to attain, through research and action, the ideals and practices of equal opportunity for all peoples in the South.

July 30, 1957

RECEIVED
AUG 1 1957
RECEIVED

Mr. Stanton E. Smith
Tennessee State Labor Council
939 Church Street
Nashville 3, Tennessee

Dear Stanton:

I am trying to get a copy of George Mitchell's film so that you may preview it. I think that it will be available before the end of this week.

Thanks so much for your effective aid and participation in our Union Staff Training Seminar. I will send the film to you as soon as it is available.

Sincerely,

Emory

Emory F. Via
Labor Consultant

EFV:as

There is no outline of George's speech and my work load plus being without secretarial help is likely to keep me from preparing one for use in the ~~[illegible]~~ Southern School manual.

Dear Emory — Thurt Brooks is bringing film to Atlanta at Lanier. I should have it here — Brad Crump let it [illegible] week in Nashville. [illegible] you [illegible] Tennessee. [illegible] Tennessee

July 31, 1957

Mr. Joe Glazer, Education Director
United Rubber, Cork, Linoleum &
Plastic Workers of America
87 South High Street
Akron 8, Ohio

Dear Joe:

Sorry to be so late in replying to your letter of July 9th. I've been away from the office most of that time and without secretarial help.

I will be happy to be with your summer school September 22-28; I think that I could be with you for most of that week. I would need to get my expenses, and I usually get around a hundred dollars honorarium for a week.

You let me know your thinking on how much stuff you want covered. From my point of view, I think that it is valuable to get background on the South and Southern unions, to lay out where the desegregation process now stands, what the Court said, and the implications of the hate groups for union efforts and democracy.

It may be that you would want me to help out on some of the other courses or workshops; such an arrangement has its advantages in giving the "race" guy a chance to identify with the group in other ways as well.

I will plan to bring the film of George Mitchell's map talk, "The Face of the South," with me. We can use it if you wish.

Best personal wishes,

Sincerely and fraternally,

Emory F. Via
Labor Consultant

EFV/pa

L. S. BUCKMASTER, PRESIDENT JOSEPH W. CHILDS, VICE PRESIDENT DESMOND WALKER, SECRETARY-TREAS.

United Rubber, Cork, Linoleum and Plastic Workers of America

AFL - CIO

UNITED RUBBER WORKERS' BLDG., 87 SOUTH HIGH STREET

Akron 8, Ohio

PHONES

FRANKLIN 6-6181 6-6182 6-6183 6-6184 6-6185 6-6186

July 9, 1957

Mr. Emory F. Via
Labor Consultant
Southern Regional Council
Room 432, 63 Auburn Ave., NE
Atlanta 3, Georgia

Dear Emory:

Our Southern Summer School will take place at Lake Junaluska, September 22 through 28. I am wondering if you will be able to spend this week with us. Our school will not be large—probably from 20 to 25 in attendance—but I naturally want to work in some stuff on Southern problems and I would like you to participate in the sessions. I am not certain yet how I will do it. If you cannot spend the full week with us, perhaps you can spend at least three days there. We can make arrangements to pay expenses and take care of other financial reimbursement.

Best wishes,

Joe Glazer
Education Director

JG:sm
OEIU 339

August 1, 1957

Airmail

Mr. Benjamin D. Segal
Trade Union Consultant
Fund For The Republic
1820 Jefferson Place, N. W.
Washington 6, D. C.

Dear Ben:

Thanks for your letter of July 29.

We have the class on Southern Labor Problems scheduled for an hour each day, Monday through Friday. However, I spoke to you about using the last three days of this class with the idea that we would get Franz Daniel to treat with the impact of race relations on organizing work. However, I have not as yet been able to clear this with Franz. If this does not work out, would you and Emory Via between you and/or jointly be in a position to handle all five days?

In any event we would like to have you and Emory at the school for the whole period of five days if you can come. Both of you can be valuable resource persons at a number of points in the program.

We have received a letter from the Anti-defamation League advising us of the availability of materials in the human relations field. We would like to know if you or Rev. Charles Jones would like to order any of their publications. If so, please let us know the titles and quantity and we will order some.

Fraternally yours,

SES:sk

STANTON E. SMITH, President
Southern Labor School

CC Emory Via, Southern Regional Council

oeiu 182

Memo FROM THE DESK OF EMORY VIA 37

Sent to William Hobby – Dallas Labor Journal

On John Kasper

[File classification "Resistance Groups" "Clinton"]

"Hate Monger with Literary Training" James Rorty – reprint 12/56 Commentary

Alfred Myers, "Next to the News", Chattanooga Times, 11/13/56

Bert Stanley (from Macon Tel) – Atlanta Const. Journal, 3/23/57

K & K, editorial, Chat. Times, 7/29/57

Memo FROM THE DESK OF EMORY VIA 37

To Hobby:

Atl. Const. 9/14/56
We Need Robbie-Power

Atlanta Daily World 5/22/57
KKK Kicks Kasper

Bob Bird Series:
Knoxville Journal 2/7/57

Ala. Hearings
Columbus Enquirer
3/12, 3/13, 3/14/57

DURHAM LABOR JOURNAL

Official Weekly Newspaper of Durham A.F.L. Unions

Post Office Box 197

DURHAM, NORTH CAROLINA

August 2, 1957

Mr. Emery Via
Southern Regional Council
Room 432, 630 Auburn Ave. E.
Atlanta, Ga.

Dear Emery,

To make a long story short John Kasper is supposedly coming to Durham about mid-August toorganize White Citizen Councils. I would like to have all the information you have available on him, especially the coverage on the Florida State Committee hearings.

I am sorry that I haven't been able to attend any of your meets yet, but I will as soon as I am able to make necessary arrangements. I would also appreciate getting on your mailing list for pamphelets, studies, news releases, itc. I enjoy the Petal Paper very much.

With kindest regards, I am

Sincerely yours,

Wilbur Hobby, Editor.

WH; jle

Robert Bird Articles Herald Tribune

Clinton Stanis -

Fla. Leg. Hearings

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE
20 WEST 40th STREET, NEW YORK 18, N. Y.
LOngacre 3-6890

August 2, 1957

Mr. Emory Via, Labor Consultant
Southern Regional Council
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Emory:

Please find enclosed as you requested copy of paper I delivered at the Race Relations Institute at Fisk University. On page 10 you will find the data regarding Negro employment at the four southern plants of the Ford Motor Company. I believe you will find these to be of some interest.

It was good to have been with you in Atlanta and many thanks for your kind hospitality. Warmest personal regards. Hope to see you soon again.

Sincerely,

Herbert

Herbert Hill,
Labor Secretary

HH:mso
Enclosure
afscme/1707-afl-cio

NAACP Fight For Freedom

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UNIVERSITY OF MINNESOTA
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GENERAL EXTENSION DIVISION

112 TSMb
August 5, 1957

Mr. Emory F. Via, Labor Consultant
Southern Regional Council, Inc.
Room 432,
63 Auburn Avenue North/East
Atlanta 3, Georgia

Dear Emory:

I have been without secretarial help and ~~xx~~ therefore have not yet been able to complete the final program. I am definitely counting on having you with us for the week of August 19 to 24. As I indicated in my letter of June 18th, we want you to discuss civil rights and civil liberties, problems of integration and problems facing organized labor in the south. I have ordered the film, "The Challenge" from the AFL-CIO which can be used in connection with one of your discussion s. Although I do not have the daily schedule worked out, you can figure on taking 4 to 5 hours for formal sessions with the group. There will be opportunity for informal discussions. We also have an evening "question box" period when the staff comments on questions submitted by the students. I'll send the detailed program as soon as it is ready.

Please let me know when and how you expect to arrive. I'm looking forward to meeting you.

Cordially,

Walter

Walter H. Uphoff,
Head of Workers Education

U:u

Peachtree Road Methodist Church
3180 PEACHTREE ROAD, N. E.
ATLANTA 5, GEORGIA

August 5, 1957

Mr. Emory F. Via
Southern Regional Council, Inc.
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Via:

We are delighted that you will be in town this weekend and that you can share a part of your Sunday evening with our young people.

Our Senior Department is divided into two groups, and your audience will be the older group, or next fall's 11th and 12th graders in high school. Needless to say, we are suffering from the "summer slump", which, at times, has made our number quite small. Last evening, to hear our first guest, we had only about ten people. Of course, there may be more this Sunday, but if you feel that your time will be wasted, please feel free to say so. We did have an excellent discussion despite our number.

6:00 ?

We meet at 6:30 P.M. for a very light supper in the Great Hall. To find this place with the most ease, drive behind the Educational Building (letterhead address above) to the rear parking area. The Great Hall opens onto this lot. At 6:30, we go to our departments for our program. The announcements and opening worship will take a few minutes and we will turn the program over to you. We do request, if it is agreeable to you, that we be allowed a few minutes for questions. We try to finish by 7:30 or 7:35 in order to go to choir.

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I wish that you would phone me (Cedar 7-7592), at your convenience, and give me a bit of information about yourself -- introduction-wise.

Many thanks again. Hope that you are hearing glowing reports of Margaret Vaughn this week.

Sincerely yours,

Laura Worley

Laura P. Worley
Director of Youth Work

LPW:s

NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE
20 WEST 40th STREET, NEW YORK 18, N. Y.
LOngacre 3-6890

August 6, 1957

Mr. Emory Via, Labor Consultant
Southern Regional Council
Room 432
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Emory:

Please find enclosed as you requested copy of the paper I delivered at the recent Race Relations Institute at Fisk University. On page 10 you will find the data regarding Negro employment at the four southern plants of the Ford Motor Company. I belive you will find these to be of some interest.

It was good to have been with you in Atlanta and many thanks for your kind hospitality.

Warmest personal regards. Hope to see you soon.

Sincerely,

Herbert Hill,
Labor Secretary

HH:mso
Enclosure
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NAACP Fight for Freedom

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INTERNATIONAL UNION . . . REGION No. 5

UNITED AUTOMOBILE, AIRCRAFT, AGRICULTURAL IMPLEMENT WORKERS OF AMERICA

RUSSELL LETNER
REGIONAL DIRECTOR
3618 NATURAL BRIDGE ROAD
ST. LOUIS 7, MO.
FRANKLIN 3676-77

Sub-Regional Office, 501-505 Railway Exch. Bldg.
Phone: Victor 8672-8673 Kansas City 6, Missouri

August 14, 1957

Emory Via, Labor Consultant
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Emory:

I was just reviewing the Fair Practice Committees for the State of Arkansas and happened to remember that I had promised to send you a list of the UAW locals in the State. The following is a list of locals, location, and plants represented:

Local	Plant	City
384	Pekin Wood Products	West Helena
415	Utilex Products	Malvern
1000	Redmond Motor Company	Jacksonville
1006	Palace Homes, Inc.	Newport
1091	(Amalgamated - 5 units)	Little Rock
	Ark. Foundry Co.	
	Capital Trailer Co.	
	Dean Milk Co.	
	Little Rock Road Mach. Co.	
	Southwest Mfg. Co.	
1107	H. Boker Cutler Co.	Fort Smith
1140	(Amalgamated - 2 units)	Malvern
	G. M. Bedford Foundry	
	General Motors Parts	

Some of these locals may be out of existence now as this information is based on a report which was made a year ago. Hope this will be of some assistance to you.

Sincerely,

Julius Frazer

Julius Frazer, Field Representative
Fair Practice & Anti-Discrimination
Department, UAW

JF/pjp

BENJAMIN D. SEGAL
TRADE UNION CONSULTANT—FUND FOR THE REPUBLIC
1820 JEFFERSON PLACE, N. W., WASHINGTON 6, D. C.
STERLING 3-2194

August 28, 1957

Emory Via
Southern Regional Council
63 Auburn Avenue, N.E.
Atlanta, Georgia

Dear Emory:

How are you getting along on the Fisk report? Could you do a similar summary of the Southern Florida School to include with the other -- perhaps at the bottom of the page??

Best wishes and kindest regards.

Sincerely yours,

Ben

Ben Segal

TENNESSEE STATE LABOR COUNCIL
AFL-CIO

939 CHURCH STREET
PHONE ALpine 6-5687
NASHVILLE 3, TENNESSEE

September 5, 1957

Mr. Emory Via
Southern Regional Council
Room 432, 63 Auburn Avenue, NE
Atlanta, Georgia

Dear Emory:

Just a short note to thank you for your help and assistance at the Southern Labor School. I think you did a fine job in helping us to understand some of the more difficult problems we are faced with here in the South.

It was a pleasure to work with you. I hope we can get together again sometime in the future on other schools.

Again let me thank you on behalf of myself and the Executive Committee of the School for your assistance.

Sincerely yours,

Stanton

STANTON E. SMITH, President
Southern Labor School

SES:sk

CC Harold Fleming

oeiu 182

COPE

AMERICAN FEDERATION OF LABOR & CONGRESS OF INDUSTRIAL ORGANIZATIONS
AFL CIO

Committee on Political Education

GEORGE MEANY chairman WM. F. SCHNITZLER secretary-treasurer JAMES L. McDEVITT national director
815 16TH STREET, N.W. ★ WASHINGTON 6, D.C. ★ EXECUTIVE 3-0220

September 5, 1957

Mr. Emory F. Via, Labor Consultant
Southern Regional Council, Inc.,
Room 432, 63 Auburn Avenue, N. E.,
Atlanta, Georgia

Dear Emory:

Thanks very much for the two (2) reports on Negro registration and voting in the South. I am sure they will be of great assistance to us and I hope you will feel free to call on us if there is any material that we can provide in return.

Sincerely yours,

Henry

Henry Zon
Director of Research

Return to EFV

September 5, 1957

Dear Frank and Agnes:

It was good to see you both in Chicago even for so short a while. I'm sorry that I was on the kind of schedule that kept me from seeing families as well.

The enclosed copy of a letter from Douglas I thought would be of interest to you as an indication of our activity on one specialized front. Right now, of course, we are immersed along with our state groups in the troubled waters of school openings.

I would appreciate any clips from newspapers that you could conveniently garner together involving the emasculation case out of Birmingham yesterday; I'm anxious to see northern press treatment of this inhumane atrocity.

I'm actually doing a substantial amount of labor education work at this juncture with institutes and conferences. Currently, there is only one real trouble spot involving a pro-segregation union move challenging the jurisdiction of an AFL-CIO affiliate. This is in Charlotte, involving the AFSCME and the United Southern Employees Association. Interestingly enough the dual union move is helping to split up the Klan in the area as the question of dual loyalties comes to a practical head.

Pardon my lack of secretarial help. Best wishes to you both and successes for the coming school year.

Sincerely,

Henry Wilson
AFSCME - Wash. D.C.

9/6/57

Dear Henry;

Here are three more clips that you may well have by now which I think are of interest to you. Don Oberdorfer of the Observer staff is a pretty good guy and the first person to dig into the USEA even this much. His articles(there is a third which I do not now have) and the editorial would seem to me to be usefull pieces for AFSCME to use in part. As it now turns out, without my knowing it, one of our own contacts in Rock Hill put Oberdorfer on the trail of Sommerset(Wm.) and the USEA.

These copies of the clips are all that I have now, but I will be able to get others to hang on to these if they are useful to you. Pardon my own red penciling — it is not meant to be of specific use to you.

I can add a few names to the pot but no further evaluation of them beyond the articles which are enclosed. In October of 1956, and perhaps still, C.E. Bellamy was president and Louis D. Benton was Secty.-Treas.; both are from Brunswick, N.C. Ernest E. Parker, Jr. of Rock Hill, SC. served as attorney for their moves to be chartered, etc. in S.C. Robert E. High was listed in a news article as an Executive Bd. member; he is a high school teacher of "textiles" in Rock Hill whose job calls for friendly cooperation with management. His name appeared mistakenly on the charter application, for, as he put it, it would jepordize his relations with the company if it were known that he was tied in with a union — it seems possible that a kind of reverse interpretation might be as appropriate. Daniel O. Horne of Rock Hill was mentioned a year ago as a Chief organizer for Rock Hill and a trustee.

Again apologies for the typing and the scrappy nature of the information.

Sincerely and fraternally,

Encl.

Oberdorfer Articles — Charlotte Observer — 9/1/57, 9/2/57

Editorial — " " — 9/5/57

September 6, 1957

Mr. Oscar Greene
National Program Coordinator
United Packinghouse Workers of America
608 South Dearborn Street
Chicago 5, Illinois

Dear Mr. Greene:

I have been away from my office and without secretarial help which will perhaps explain the delay in answering your letter of the 20th of August and the quality of typing in this letter as well.

We have no printed materials for distribution on the specific problem of the impact of hate groups on unions in the South. This matter does come in for discussion at various labor conferences where I'm used as a resource person. One of our problems is to get adequate southwide reporting of events from union persons themselves regarding the problems that they run into. Such reporting is always a problem to a union staffer who usually has a whole new set of difficulties facing him before he can write about the last ones.

We do have a report on pro-segregation groups in general and I am sending you a copy of this under separate cover.

The hate group moves regarding unions may be characterized as follows: there are two main types of moves — one seeks to establish competing unions and the other seeks to form a faction within the existing local or area labor movement; none of the attempts to set up a dual union or to get a really organized faction have met with any success. Most of the Southern Federation type of moves have fallen by the way side for many very practical reasons. In some areas white union membership belongs in great numbers to one type or the other of hate group — most often this is the local version of the White Citizens Council. Currently, the most active organized effort is that of the United Southern Employees Association to organize some of the municipal workers in Charlotte, N.C. This is a "pro-segregation union" which as yet has no contracts.

I trust that these limited comments plus the special report on pro-segregation groups will be of use to you.

Sincerely,

Emory F. Via, Labor Consultant

UNITED PACKINGHOUSE WORKERS OF AMERICA
AFFILIATED WITH CONGRESS OF INDUSTRIAL ORGANIZATIONS

1800 TRANSPORTATION BLDG.
608 SOUTH DEARBORN STREET
CHICAGO 5, ILLINOIS
TELEPHONE WEbster 9-5343

August 20, 1957

Mr. Emory F. Via, Labor Consultant
Southern Regional Council
23 Auburn Ave, N. W.
Atlanta, Ga.

Dear Sir:

We understand that at the recent 14th Annual Institute of Race Relations held at Fisk University, Nashville, Tenn., that such topics as "The Imprint of White Citizens Councils on Unions and Union Activities," were discussed.

We are very interested in this field of discussion and would appreciate it if you would send us copies of material used and a report of the conclusions that came out of these discussions.

May I hear from you soon, I am

Fraternally yours,

Oscar Greene

Oscar Greene
National Program Coordinator

OG/fj
oeiu-28

Glencoe, Argyll, Scotland
September 10, '57

Dear Emery,

Such cheerful news you sent! Miss Margaret gets about, and is as ever a darling. By now you will have got onto the track of a place to live.

We proceed with the house. By now the walls are rising, all four of 'em, and we begin to hope we can get a roof on before the cold weather sets in. But September so far has been drippy, and the site is a bit muddy, and cement doesn't want to set, and so on. But we barge on through all Highland obstancles, and still hope to get her done some time. Anyway, when we do, you and Miss Margaret and the hon. David are to come and stay in her for good!

In the same mail came your letter with news of the film, and one from Ben Sissel, who had paid me, but had sent me no scrap of news about how the second version turned out. But he redeemed himself, andsaid it was doing well, though the Presbies are out of dough, and she has to sell herself on her merits. Ben will send me one of the (two) prints of the rejected version, which is good enough for me.

I am more than ever strong for what you do. You have the job of convincing the plain working people of the South, through their unions, that their own cause won't move much unless they push equal rights for the Negro people, too. Who wins that battle wins the South. Every power to you, and to Harold andthe others who back you up. Andto Miss Margaret, who has let you go scooting about on airplanes to the ends of creation, and has been a many a time deprived.

Devotedly, and until you both get here,

Gerry
G.

September 11, 1957

U. S. Printing Office
Washington, D. C.

Dear Sirs:

Please send me one copy of the Department of Labor's recent publication, "They Are Americans", and bill me accordingly. Thanks.

Sincerely,

Emory F. Via,
Labor Consultant

EFV:fc

September 11, 1957

U. S. Government Printing Office
Washington 25, D. C.

Dear Sirs:

I would like to secure ten copies of Senate Report No. 2830, 84th Congress, 2d session. This is entitled "Selected Materials on the Economy of the South", and is a staff report of the Committee on Banking and Currency.

Please bill me accordingly.

Sincerely,

Emory F. Via,
Labor Consultant

EFV:fc

EFV

September 18, 1957

4612 W 4th St
Duluth 7, Minnesota

Southern Regional Council
63 Auburn Avenue N.E.
Atlanta, Georgia

Gentlemen:

Would you please forward to the above address any information (pamphlets, etc.) or listing of available materials you have concerning "right to work" laws. It would be greatly appreciated.

Thank you.

Sincerely,

Patrick J Rooney

Patrick J Rooney
4612 W 4th St
Duluth 7, Minnesota

September 20, 1957

Mr. Jack Sessions
I.L.G.W.U., A.F.L/C.I.O.
1710 Broadway
New York 19, New York

Dear Jack:

My schedule is beginning to get crowded and I would appreciate further word from you as to how and when you would like to use me at the Training Institute. You had originally suggested late October or some date in November as the most likely times. This would still suit me except in the case of conflict with previous specific commitments.

I would suggest that we plan to use the film made of George Mitchell's map talk. It's a good film, and useful in presenting background information.

I realise that your own planning may have changed by this time, but otherwise I am looking forward to being with you in the near future.

Sincerely and fraternally,

Emory F. Via,
Labor Consultant

EFV:fc

E. T. MICHAEL
DIRECTOR
REGION 8

INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA • UAW

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IN REPLY REFER TO:
REGIONAL OFFICE
526 ST. PAUL PLACE
BALTIMORE 2, MARYLAND
SARATOGA 7-5870

October 3, 1957

Emory F. Via, Labor Consultant
Southern Regional Council, Inc.
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Emory:

Enclosed please find our check in the amount of $37.02, reimbursing you for the expenses while visiting the Region 8, UAW Summer School.

We are very appreciative of the efforts that you put forth to help make the Monday evening program very interesting and stimulating.

Looking forward to working with you in the future and wishing you every success in your work, I remain

Fraternally yours,

Paul A. Wagner/mb

Paul A. Wagner
Education Representative
Region 8, UAW

PAW/mb

Enclosure (check)

cc: James Harden

Louisiana STATE LABOR COUNCIL AFL-CIO

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427 RICOU-BREWSTER BUILDING
SHREVEPORT, LA. 4-3292

October 5, 1957

AIR MAIL

Mr. Emory Via
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Mr. Via:

I would like to take this means of again thanking you for the wonderful contribution you made to our week-end institute held in Baton Rouge. I do not feel that anyone could have done a better job in handling the discussions on this subject than was done by you.

We have Civil Rights scheduled in New Orleans for Saturday, October 19th, 1:30 PM, at the Delgado Trades School, 615 City Park Avenue. The schedule for Shreveport is Saturday, November 2nd, 3:15 PM.

We would appreciate, if possible for you to do so, writing us a brief resume' of the film that you used in your classes, in order that we may print same and include in our manual for the New Orleans school. We would also like to have a brief autobiography of yourself, as soon as possible, in order that we may include it in our program.

Please advise me when you would like to have your hotel reservations in New Orleans and Shreveport also.

In the meantime, we would welcome any suggestions or ideas that you might care to offer regarding the outline and conduction of our week-end institutes.

Looking forward to seeing you in New Orleans, I am

Sincerely yours,

C. M. Shaw

C. M. Shaw
Director

CMS:aw
oeiu:#341

2011 Franklin Ave. SE
Minneapolis 14, Minn.
October 14, 1957

Mr. Emory Via, Labor Consultant
Southern Regional Council
Room 432
63 Auburn St. Avenue N. W.
Atlanta 3, Ga.

Dear Emory:

This is merely a note to order the film called, "The Face of the South" for showing at our co-op buying club, Monday, October 14th. I have thought of you often since you were with us at the Labor Institute and expect to write you a longer letter before many more days are passed. Mary Lampe has been helping me part time as has Betty Roberts. I am getting a full-time Secretary on October 7th, and look forward to getting caught up on the backlog of correspondence.

If you find that it is impossible to have the film shipped to us for the above date, please wire me collect to that effect. If this is the case, also indicate when the film might be obtained. Please have the bill sent to us at the above address.

Norman came home September 11th. He had a very satisfactory and interesting summer. All the boys are settled in school and like it. Jorn is very much like one of the family now and is thoroughly initiated into the routine of the high schooler. I have had a heavy schedule of work and meetings without much of any let-up since Institute.

We all send greetings.

Sincerely,

Walter

Walter H. Uphoff

Bob Hughes Alabama

Oct. 18, '57

Dear Emory,

I saw the "quote" you referred to purely by accident in a Wall St. Journal on the plane yesterday. I had told the reporter that Sou. Crafts is largely dormant now but orthodox labor in Ala. is most cautious and fearful of the potentiality of the idea. The reporter had seen only Carl, but after seeing me was heading for Montgomery so I assumed that he had freely paraphased and similized my statement to the extreme.

I've just talked to Carl and he gave me the story on the meeting Sou. Crafts recently held at the Jefferson Hotel which was largely covered by the newsletter you saw. I knew nothing of this until today. Joe Bradwell, "local businessman" and mem. of the Board "representing the gen. public" according to their literature is also pres. of the Jefferson Citizens Council which is composed of a lot of "hot headed radicals" according to Carl. I've got to set up some way to get this over to the two ministers on the board who are likely opposed to the citizen council mvt. as I know them.

P.S. - Highly confidential inf. has it that Carl Cordially resigns tomorrow as Pres. when the AFL-CIO Exec. Bd. Council meets.

(over)

P.S. continuation –

Due to the fact that E. J. Barnett, unscrupulous conservative on race, is next in line as 2nd Vice Pres. they are keeping it quiet in order not to give him the opportunity to get his machinery in motion and get one of the vice-president on a district in ahead of him. Earl Pippin as 1st V. P. cannot succeed him as the constitution states that the Pres. + 2 V. P. shall be from the former A.F. of L. for the 1st 2 yrs. (I believe it's two yrs). I don't know when the resignation takes effect but Carl will become an organizer with his old painters international. Carl doesn't know that I know so don't quote me or make inquiries openly. Also don't let Carl know the Wall St. J. was probably quoting me as he might not understand.

– Rebt

MARION A. WRIGHT, PRESIDENT
GORDON B. HANCOCK, VICE-PRESIDENT
ALBERT W. DENT, VICE-PRESIDENT
RUFUS E. CLEMENT
CHAIRMAN, EXECUTIVE COMMITTEE
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Southern R[illegible] Inc.
ROOM 432, 63 AUBURN AV[illegible] ORGIA

A Council to attain, through research and action, the ideals and practices of equal opportunity for all peoples in the South.

November 18, 1957

Mr. Scoop White, Editor
Labor's Daily
701 14th Street
Bettendorf, Iowa

Dear Brother White:

At the request of Ben Segal I am sending you a few items which perhaps could be used either as pictures or special blocks to illustrate the remaining articles in Segal's series on industrialization and unions in the South. In any case, some of these bits might be useful in breaking the solid front of type which the articles as they now stand present.

I would appreciate your returning the original items with the exception of the map which you may have for your own use.

Sincerely and fraternally,

Emory F. Via

Emory F. Via
Labor Consultant

EFV:fcl

Items included: Map of the South
LSU Professor cites Southern Union hostility - Lake Charles American Press, November 10, 1957
Southern Crafts item - News Letter of Alabama Labor Council, October 14, 1957
United Southern Employees Association By-laws
Adams-Millis Corporation document concerning formation of a union, October 17, 1956

Letter returned with materials

Memo

FROM THE DESK OF **EMORY VIA** 37

Emory:

Have been right through Fred's files and also looked at the central office files. Alas, information still very sketchy. Is it enough?

Faith

Jax people for E&V

✓1. Crawford Solomon - Publisher
Convention Press - (Baptist)

✓2. Davisson Duntap - atty -
Burnett Nat'l Bank Bldg -

✓3. Armand Ball
Baptist student movement

✓4. Mr Johnson (Johnston)
Dairyman - - friend - AT&SC

5. Dr ____? Chm. Jax Comm -
re: working with John Hope

✓6. Canon Robt McCloskey -
Episc. Cathedral.

---

see "Fla." file in file cabinet in my office under window overlooking state capital for addresses

Memo FROM THE DESK OF **FRED ROUTH**

Ed Thompson rec'd 1st quarter check.
will call me Thursday.

Questions for AFSCME

Memo FROM THE DESK OF **EMORY VIA** 37

How has Dade County organizing worked out

What laws cover

What K provisions, re. race

What unions Const'l. provisions

What has been "promised" whites thus far

What has union won & what is therefore the cost of its affiliation

What form of union security

Who leads pro-seg sentiment

How open is the issue at this point

Are you "bargaining" with white leadership

What past racial tensions in local

Why not int segreted before

Who organized Negroes & why

What relation to white local —

Does Negro local know its admittance is a problem

What political commitment of whites

TRADE UNION PROGRAM ON CIVIL LIBERTIES AND RIGHTS

1244 NINETEENTH STREET, N. W.

WASHINGTON 6, D. C.

BENJAMIN D. SEGAL
Director

STERLING 3-2194

November 15, 1957

Mr. Emory Via
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Emory:

John Caldwell, Education Director of the American Federation of State, County and Municipal Employees, called me to ask for some help on their Jacksonville, Florida situation. They have an all-white local of 1200 members. In addition, there are 800 Negro workers who want to join the union. They are willing to accept the separate charter. The National Executive Board of the union which has been meeting this week in Washington, has voted not to issue a separate charter on the ground that it is contrary to their union policy and AFL-CIO policy. John says if they order the white local to take the Negroes in it is pretty definite that the white local will withdraw from the AFSCME. John therefore is interested in trying some sort of educational program which might prevent either one of the extreme actions - i.e., having a separate Negro local, or, in effect, kicking out the all-white local. I gave him your address and telephone number, and he said he would get in touch with you.

It sounds like a pretty rough situation, but I would guess it would be worth the effort to try to find some solution.

I hope you will start thinking about the Spring conference we talked about in Atlanta. You might think in terms of possible dates, or rather, alternative dates which we could send around to some of the key people to get their preference and clear for major conflicts. It might also be well to think of some program ideas - perhaps a couple of good major figures that we might try to invite as speakers. I would think it would be the sort of thing it might be worthwhile trying to get Martin Luther King for. Perhaps it would be good to get someone like Frank Graham down for this conference. We might think in terms of actually having some workshop sessions where people would be divided according to their work interests. For instance, the various southern State Council people might be in one workshop; perhaps the civil rights staff people might be in another workshop (this workshop can well consider how the national headquarters of the various unions could be most helpful in work with the South through the national civil rights committees and staff). Still another workshop might be for those primarily

Supported by funds from Trade Unions and Foundations

Bill Williams

J.H. [Manny Alexandrid — FLC National — Keep situation in flux —

CRAWFORD SOLOMON

* Convention Press
218 West Church Street
Jacksonville, Florida

Baptist
Prominent Publisher
Noted as 'confidant of the Governor' in memo of FBR January 15, 1955

call at 2:30 EL 4 5658

* DAVISSON DUNLAP 3:00 P.M.

Adair, Ulmer, Murchison, Kent, and Ashby
1312 Barnett Bank Building
Jacksonville 2, Florida

Attorney
~~State Chairman Florida CHR~~
(Has a file in the Central Office Filing system)

EL 4 5652

left town

ARMAND BALL

Northeast Florida Council on Human Relations
206 Baptist Building
Jacksonville 2, Florida

Baptist Student Movement

V. C. JOHNSON

R.F.D. #1, Box 9
Dinsmore, Florida
(Listed on memo of February 8, 1953 under 'Jacksonville area')

Member Borad of Directors Fla. C.H.R.
Friend
Member Nominating Cttee. (Dec. 21, 1954) for officers and prospective Broad members Fla. C.H.R.

** CANON ROBERT S. McCLOSKEY — Bill Williams

406 Shields Place
Jacksonville 2, Florida

Episcopalian
According to memo of FBR December 21, 1954 'appointed by Bishop as roving ambassador of good will in race relations'

EL 6 8927

RA 4 8533 - Res
6761 Atlanta Blvd.

No. 5 on Fred's list - an unknown Doctor:

* J.H. Possibly Dr. Ralph Mason Dreger, Child Guidance and Speech Correction Clinic, 635 Ocean Street, Jacksonville, 2, Florida. (See attached letter from Central Office Files) (Meth. clergyman) EL 5 3511 EU 7 2988 - Res.

1:00

[R. V. Daniels Sr. Pres. Jax Council
747 Line St.]

* Beasley member of Bd. — Secty - Treas of Afro-Am. Ins. Co. & other white

[would know Urban League — and Whitney Young & graduates & interships

Chairman
HENRY J. CADBURY

Executive Secretary
LEWIS M. HOSKINS

Executive Secretary Emeritus
CLARENCE E. PICKETT

American Friends Service Committee
INCORPORATED

Twenty South Twelfth Street

Philadelphia 7, Pennsylvania

Telephone, RITTENHOUSE 6-9372

November 22, 1957

Emory F. Via
Southern Regional Council, Inc.
Room 432
63 Auburn Ave., N.E.
Atlanta 3, Georgia

Dear Emory,

I was so glad to get your letter and to read that you are almost settled again. We certainly enjoyed visiting with Margaret and her family, and were sorry that you weren't around.

Your request, Emory, will get attention. Since I wasn't around when there were III projects in Atlanta, I suggested to Thelma How that she answer your questions. She was very much involved with these projects, of course, because she was the national director of the program, as you know.

Kathy sends her best to you all. She is fine and expecting in June. We sure hope it will be a success this time.

Sincerely,

Hermann

Hermann Roether

HR/dc

Chairman
HENRY J. CADBURY

Executive Secretary
LEWIS M. HOSKINS

Executive Secretary Emeritus
CLARENCE E. PICKETT

American Friends Service Committee
INCORPORATED

Twenty South Twelfth Street

Philadelphia 7, Pennsylvania

Telephone, RITTENHOUSE 6-9372

November 26, 1957

Emory F. Via
Southern Regional Council, Inc.
Room 432
63 Auburn Ave., N.E.
Atlanta 3, Georgia

Dear Emory,

Greetings, and as you know Hermann has referred your questions about the Atlanta project to me since I was more involved in the project than he was at that particular time. I'll do my best to give some helpful answers. However, you may also want to contact Tartt Bell in the High Point office and also Phern Stanley in Atlanta who was not only chairman of the local committee but worked rather closely with the project. She knew a great deal about the problems and I think a conference with her would be more than helpful to you.

In the first place I would say that the interne projects had no great influence one way or the other on the City of Atlanta. I like to think, however, that here and there a seed was planted that may have had a lasting effect. I am going to jot down incidence at random hoping that some of them at least will be helpful information to you. I am not attempting to put these in the form of any big report on the Atlanta interne in industry projects.

In the first place the project was housed all three years on the Morehouse College campus, namely because it was felt other housing was not available. Whether real effort was taken to find other housing has some question. However, the regional office felt after especially in the first year trying many other places that unless we could be housed in Morehouse that we probably could not go to Atlanta . At the end of the second project the internes recommended heartily that the project be located another year in a White neighborhood so that a greater witness could be made to the interracial character of the group. However, the recommendation of the regional office was that we return to the Negro college campus. Our relations at Morehouse were most friendly and many of the students of the college joined in project activities. Contact with the administration and with Benjamin Mays was of the finest.

You asked for information concerning the interracial make-up of each group.
In 1953 there were 20 internes - 13 White and 7 Negroes. Of the 13 White there were 3 foreign students, France, Greece, Jordan. There was only one Southern White interne while all Negroes in the project were Southerners. The Negroes in this particular unit were of very high calibre and cultural background so that

in every way they were equal or superior to other members of the project and not only held their own in educational meetings but provided challenge and stimulation for the rest of the group.

In 1954 there were 17 internes - 12 White and 5 Negroes. The Negroes in this unit were less articulate and inclined to take a back seat in discussion.

In 1955 there were 17 internes - 12 White and 5 Negroes. Eight of the seventeen were Southerners. In other words there were three White Southerners and five Southern Negroes. In this unit there were two foreign students - one Japanese and one French.

In 1956 there were 18 internes -with only one Negro. There was one Cuban interne. It is interesting to note that a Jewish interne claimed that he found prejudice on the part of his co-workers.

There were no great dramatic climaxes or emergencies although more than once various interne groups were the victims of prejudice. In the summer of 1955 the group interracially went on an excursion to Stone Mountain. Former interne groups in 1953 and 1954 had taken the same excursion without incidence. However, the group in 1955 was wildly threatened with violence unless they left at once. The leaders of the project were questioned by the GBI on the spot as to what they were doing there. This whole incident was very close to a serious incidence but the group was able to withdraw with a certain amount of dignity and poise. The Negroes in the group against whom most of the violence was aimed conducted themselves with unbelievable poise.

Other incidents involved for the most part the losing of jobs when it was learned that the group or that individuals lived on a Negro campus. The material that I am enclosing tells of some of these incidents so I will not repeat.

The group operated within the law but at the same time did not cover the fact that they were close friends. This was particularly true on the buses when the group talked to each other across the lines. Bus drivers became quite friendly and interested in the group and several bus drivers visited the project in most friendly terms.

Some of the employers of internes visited the project and although noncommittal seemed to enjoy the group.

The employment situation was the outstanding difficulty for all groups. For this reason it was decided not to return a project to Atlanta. I was very sorry when this was the decision but at the same time could not feel but that it had to be the decision unless a local group could help with the employment of internes.

Internes in industry is probably one of the best techniques for youth projects in a city such as Atlanta. Although the group lived in a Negro neighborhood, nevertheless, they reached out individually in their places of employment and I suppose not any of us know the real results of some of the informal talks internes had with their co-workers.

Of course, because internes are often, most often, in fact, employed by marginal industries and because it is summer employment the majority of them did not have experience with unions. In the summer of 1956 one boy who was a union member was told by his co-members when it was learned that he lived in a Negro neighborhood that if he showed up for work on Monday they would beat him up. We are not sure what happended between Friday and Monday but on Monday ~~seemed~~ things calmed down and nothing happened. The boy naturally spent a rather bad weekend.

The group felt the lack of recreation. The decision was made in all projects that they would only do those things that all could do together. The group did swim at the Negro Y.M.C.A. They also were invited to parties at private homes which helped somewhat. They did go to the, I think it is called Theatre under the Stars a number of times. Here there was a feeling of tension although nothing happened other than the boy giving out programs refused to hand one to one of the Negro internes. When one of the White internes in a quiet voice said: "You have forgotten to give my friend a program, will you please give it to me," the matter was handled although nothing very forward-looking happened.

Emory, I am sending you some material that I would like handled rather confidentially and returned to me. I just don't have time to have it copied and its value to you is probably just to have the privilege of reading it. Therefore, for what it is worth I am sending it to you asking that you return it as soon as you can. Of course, the printed "It Happened in Atlanta" you may keep. I imagine you have seen that already.

You may want other material than that I have sent you. If so please feel free to ask for it. Also I would suggest that you contact Tartt Bell and the A.F.S.C. office in High Point for other information.

Please give my love to Margaret. I am so glad that you are getting settled in your new home. Warmest greetings to you.

Sincerely,

Thelma

Thelma H. How, Director
U.S. Projects Program

THH/ao

Ehc.

COPY.

SOUTHERN REGIONAL COUNCIL, Inc.
63 Auburn Avenue, N.E., Atlanta 3, Georgia

December 14, 1957

Mr. David J. McDonald, President
United Steelworkers of America, AFL-CIO
1500 Commonwealth Building
Pittsburgh, Pennsylvania

Dear Mr. McDonald:

This is to request the continued support of the Steelworkers, in the increased amount of $2,000, for the work of the Southern Regional Council. The contributions which we have received from organized labor have been a source of real strength and encouragement; and we are especially grateful for the steady support that the Steelworkers have given us over the years.

This is a time of increased tensions in the South; in some areas there has been a marked stiffening of resistance. The pressures and demands on all who work for a democratic and peaceful solution to Southern problems have multiplied beyond bounds. Of course, this is also a time of many opportunities for positive action. As this challenge has grown, the Council has sought to increase its staff and activities to meet it. The enclosed reports give a brief account of where we stand today. I hope they convey, too, some notion of our conviction that that this regional movement, almost uniquely, can unite Southerners of good will for effective actions at a time when reactionary forces are trying to divide and intimidate them.

In this effort, we count the unions among our most valuable allies. I trust that the needs of our time and the larger efforts of the Southern Regional Council will justify your organization's increased contribution to us.

I look forward to the continued financial assistance from the United Steelworkers of America -- and, even more importantly, to your friendship and cooperation as we work toward our common goals.

Cordially,

Harold C. Fleming
Executive Director.

HCF/mf
Enclosures: Audited Statement - 1957
Congressional Record Reprint - July 26, 1957
Summary of Activities of SRC
March Labor Conference
Negro Voter in the South
The South of Promise

cc: Frank Shane
Loren Nelles
Boyd Wilson

The Public Employee

December 26, 1957

Mr. Emory F. Via
63 Auburn Avenue, N.E.
Atlanta 3, Georgia

Dear Mr. Via:

Many thanks for sending me the copy of New South and The Negro Voter in the South. I shall be most happy to place your name on our exchange list.

John Caldwell has spoken in glowing terms of the assistance you gave him in getting our situation straightened out in Jacksonville and Duvall County.

Fraternally,

Tom Moore McBride

Tom Moore McBride
Director of Publications

TMM:ic

United Steelworkers of America

1500 COMMONWEALTH BUILDING

Pittsburgh 22, Pa.

GRANT 1-5254

January 10, 1958

Mr. Emory F. Via
Labor Consultant
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Emory:

I was very glad to get your letter of December 27 and the delay in answering has been occasioned by my absence from the city.

First, let me say I am quite pleased that our organization provided $1,000 to help continue the worthy activities and splendid job being carried on by you and the Southern Regional Council.

I am considering a trip to Atlanta within the weeks, as well as to other parts of that region including Shreveport, Louisiana. The Atlanta trip has something to do with some problems at Atlantic Steel Company, and Steel Director Nelles there has suggested that I drop in and take a look at the many complaints, of the Negro workers, that have emanated from the plant. It is indeed encouraging that your co-operation will be available.

I first heard of the Atlantic situation during our "meet" at Fisk University last year. I have no idea at this time what adjustments, if any, can be effected, but our efforts to acquire justice must continue.

I will let you know more definitely about my arrangements to come, or will contact you upon arrival.

I wish you the very best for your work throughout the year.

Sincerely and fraternally,

Boyd L. Wilson
International Representative

American Federation of
STATE, COUNTY, AND MUNICIPAL Employees

815 M[illegible] N.W.
WASHINGTON 1, D. C.

ARNOLD S. ZANDER
INTERNATIONAL PRESIDENT
MILTON MURRAY
ADMINISTRATIVE VICE PRESIDENT
GORDON W. CHAPMAN
INTERNATIONAL SECRETARY-TREASURER

TEL. EXECUTIVE 3-8430

22 January 1958
dic 1-~~14~~-58

Mr. Emory F. Via, Labor Consultant
Southern Regional Council, Inc.
Room 432 63 Auburn Avenue N. W.
Atlanta 3, Georgia

Dear Brother Via:

I felt at first that your very good letter of December 4, did not need a reply for it was a report on your trip to Jacksonville, Florida, and the work you did there. I do appreciate very much your willigness to go to Jacksonville and the letter you sent me.

We have reason to think that situation will work out and we certainly will keep in mind the factors you described and the most helpful advice and information you sent.

Sincerely and fraternally

Arnold S. Zander
International President

oeiu-2
aflcio

GEORGIA COUNCIL OF HUMAN RELATIONS

AN AFFILIATE OF THE SOUTHERN REGIONAL COUNCIL, INC.
63 AUBURN AVE., N.E., ATLANTA, GEORGIA
TELEPHONE JACKSON 5-4063

A Council of Georgians dedicated to strengthening Democracy and extending human understanding among all persons in our great State.

April 14, 1958

Mr. Emory Via
63 Auburn Avenue
Atlanta, Georgia

Dear Mr. Via:

May we thank you for your significant contribution to the success of our workshop on Wednesday of last week? We are conscious of the limited time everyone has these day for anything outside of his own job and consequently are particularly grateful for your interest in our work and your willingness to give so much of your time to it.

To us the effort seemed quite worthwhile and we are going forward with renewed energy and some cautious optimism. We will appreciate your continuing interest and support.

Sincerely,

E C Peters

E. C. Peters, Chairman
Georgia Council on Human Relations

Edward A Cahill

Edward A. Cahill, Chairman
Greater Atlanta Council on
Human Relations

ECP:EAC/lk

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AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

GEORGE MEANY
PRESIDENT

WM. F. SCHNITZLER
SECRETARY-TREASURER

REGION NO. 4, OLIVER SINGLETON, DIRECTOR
309 NORTH CHARLES STREET
BALTIMORE 1, MARYLAND
PLAZA 2-1520

April 23, 1958

Mr. Benjamin D. Segal
Trade Union Progam on Civil
Liberties and Rights
Southern Regional Council, Inc.
Room 432, 63 Auburn Avenue, N. E.
Atlanta 3, Georgia

Dear Brother Segal:

I assume you have written the state organizations within Region 4 in relation to your coming Union Seminar on Race Relations. If not, the corresponding officers are as follows:

Mr. Clement J. Lemon, President
Delaware State Labor Council
421 Orange Street
Wilmington, Delaware

Mr. W. F. Strong, President
Maryland State and D. C. AFL-CIO
309 North Charles Street
Baltimore 1, Maryland

Mr. Harold Boyd, President
Virginia State Federation of Labor
and Industrial Union Council, AFL-CIO
102 North Belvidere Street
Richmond 20, Virginia

Two large central bodies in this Region might be interested in the Seminar, and they are:

Mr. Edward H. Johns, President
Baltimore Council of AFL-CIO
Unions
1216 E. Baltimore Street
Baltimore 2, Maryland

Mr. Clem F. Preller, President
Greater Washington Central Labor
Council, AFL-CIO
1311 L Street, N. W.
Washington, D. C.

Sincerely and fraternally,

Oliver W. Singleton, Director
AFL-CIO Region 4

OWS/r
oeiu #2

Solidarity House
8000 EAST JEFFERSON AVE.
DETROIT 14, MICHIGAN
PHONE LORAIN 8-4000

INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW

WALTER P. REUTHER.....PRESIDENT
EMIL MAZEY.....SECRETARY-TREASURER
RICHARD GOSSER.....VICE-PRESIDENT
NORMAN MATTHEWS....VICE-PRESIDENT
LEONARD WOODCOCK..VICE-PRESIDENT
PAT GREATHOUSE.....VICE-PRESIDENT

June 20, 1958

Mr. Ben Segal
Race Relations Department
Fisk University
Nashville 8, Tennessee

Dear Ben:

I am sending along for use at the Race Relations Institute fifty (50) copies of some of our principal materials which I hope can be useful at the Institute. They are as follows:

"Handbook for Local Union Fair Practices Committees"
"How the UAW Practices What It Preaches"
"House & Home Reprint"
"Ordeal of Bobby Cain"
"1957 Civil Rights Act"
"January-February issue of FACT SHEET, 1958"
"Congressional Record"
"Souls Don't Have Color"

Sincerely,

Bill

William H. Oliver, Co-Director
Fair Practices and Anti-Discrimination
Department, UAW.

WHO:ws
oeiu42

HAROLD B. BOYD, PRESIDENT BREWSTER SNOW, SECRETARY-TREASURER JULIAN F. CARPER, VICE-PRESIDENT

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1 S. Magruder Road, Warwick Va.
CHARLES J. MARKS
821 28th St., Newport News, Va.

2nd District
W. C. BARRY
212 W. 15th St., Norfolk, Va.
JAMES H. BOYETTE
211 Chestnut St., Suffolk, Va.
MISS ROSELLA CHESTNER
247 Nicholson St., Portsmouth, Va.
GRADY COMER
237 Treakle St., Portsmouth, Va.

3rd District
STUART B. CHILDRESS
104 N. Belvidere St., Richmond 20, Va.
IRVING H. COSBY, JR.
P. O. Box 8056, Richmond, Va.
ROBERT GREGORY
Box 436, Nine Mile Road, Richmond, Va.
JAMES P. MAYNES
104 N. Belvidere St., Richmond 20, Va.

Virginia State A.F.L.-C.I.O.

Chartered by the American Federation of Labor and Congress of Industrial Organizations
102 NORTH BELVIDERE STREET
PHONE: MI 4-2996
RICHMOND 20, VIRGINIA

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Route 1, Chilhowie, Va.

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S. M. LEAK
823 Queen St., Alexandria, Va.
EUGENE M. WELLS
1745 "K" St., N.W., Washington, D. C.

Mr. Emory Via, Labor Consultant
Southern Regional Council
63 Auburn Avenue, N. E.
Atlanta, Georgia

June 26, 1958

Dear Emory:

Pursuant to yesterday's letter informing you we would not be able to have a representative at Fisk University, this is to request that we be furnished with a copy of notes compiled in connection with that affair. Julian got a copy last year from someone who made them available to those desiring them.

Of course, we will be willing to pay whatever cost is involved.

With kindest regards, I am

Fraternally yours,

Brewster

Brewster Snow
Secretary-Treasurer

BS:rl
OEIU 334, AFL-CIO

VIRGINIA STATE A.F.L.-C.I.O.

BE A GOOD CITIZEN—PAY YOUR TAXES—QUALIFY—REGISTER—VOTE

CLASS OF SERVICE

This is a fast message unless its deferred character is indicated by the proper symbol.

WESTERN UNION TELEGRAM

W. P. MARSHALL, PRESIDENT

1201

SYMBOLS

DL = Day Letter

NL = Night Letter

LT = International Letter Telegram

The filing time shown in the date line on domestic telegrams is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

CTA460 (44)

CT PGA323 PD=PITTSBURGH PENN 2 132P ME= 1958 JUL 2 PM 12 40

EMORY F VIA, CARE 14TH ANNUAL INSTITUTE

OF RACE RELATIONS= FISK UNIVERSITY NASH=

REGRET THAT SCHEDULE COMPLICATIONS PREVENT MY ATTENDING

THE INSTITUTE THIS WEEK=

FRANCIS C SHANE UNITED STEELWORKERS

OF AMERICA 1500 COMMONWEALTH BLDG PITTSBURGH

22 PENNA=

Ref ch 2-3396

~~Ch 24451~~ Dc 2048 Handsfed Mailed

~~Eptt DA 12590~~

C/B WC 120P

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

Rec'd EV — Note too

MEMORANDUM

Dear Emory:

As I told you in New York City, Rev. Charles Jones of the Community Church of Chapel Hill, North Carolina, will be coming to the conference. I would appreciate it if you would send him a copy of the mimeographed schedule and return post card.

I sent a copy of the letter to Arnold Zander and I am going to see the International Chemical Workers Union this afternoon and will discuss it with them and give them a copy of the Fleming letter. This is my last letter, so could you please send me 5 more copies. I will keep you posted on whom I send them to.

Ben

P.S. Rev. Charles Jones
P.O. Box 2
Chapel Hill, N.C.

Ben Segal

K.D. ELLIS
Calif. Hall
Univ. of Redlands,
Redlands, California

Dear Sir :

I am a college student doing research work on the "Right-to-Work" laws. I would appreciate any information or reference you could send me on this subject.

K.D. Ellis

New South, October, 1956, and
Christian Conscience and the Supreme Court Decision on Segregated Schools
forwarded April 1, 1956

Box 381
Greensboro
3/29,

Dear Emory:

Could you please mail me the New South issue which contained statements of the various Church bodys on segregation - I think it was the Oct. 56 issue - any other church statements you can get ahold of without trouble will be helpful. I would like to have them by the middle of next week if possible.

We had a baby boy last week - 8# 2 oz, name is Bennett, Teen & baby are well. It's quite an experience & is just now beginning to seem real. Henry Hayes was through here yesterday, had quite a talk with him last night - a very, very good boy. Wish I could see more of him. He's living in Marietta, works for an ad agency in ~~town~~ Atlanta. I never did get around to writing Margaret - for that I will bend over & you can kick next time you're around. Is she in Macon now & how is she? Did the baby strap work. Much, much love to both of you

Ross Groshong

1824 Villa Drive
Greensboro NC

SIDNEY S. CHIPMAN
Chairman of the Board

WILLIAM A. TERRILL
Treasurer

Community Church

of Chapel Hill, North Carolina

REV. CHARLES M. JONES, *Pastor*
Post Office Box 2 -:- Chapel Hill

Dear Emory,

I am working in two labor institutes with five class sessions on "Problems of the South". One is in Kentucky and the other in South Carolina.

I would like to introduce the men to the Southern Regional Council and make them aware of it as a source of information. Would you have time to go through your printed materials and send me samples of those things that might be helpful for them to be acquainted with.

Since the first of these schools begins July 13th, the other is in August, I will need the material fairly soon.

I am getting help here from political science, sociology and economics folk but I would welcome any ideas from you relative to the work of these classes.

I am enclosing my subscription for The New South.

Sincerely,

Charles

Charles M. Jones.

Jacob Baker?
South of Promise

TENNESSEE STATE LABOR COUNCIL
AFL-CIO
226 CAPITOL BLVD. — ROOM 205
NASHVILLE 3, TENNESSEE

PHONE Alpine 6-5687

ANNOUNCING NEW ADDRESS

The Tennessee State Labor Council has moved to new quarters.

Tennessee State Labor Council, AFL-CIO
226 Capitol Blvd., Room 205
Nashville 3, Tennessee

Sincerely,

Matthew Lynch

MATTHEW LYNCH
Secretary

ML:sk

pa new address

oeiu 182

17 December 1965

Dr. Maggie Blough, Assistant Professor
New York State School of Industrial and
Labor Relations
Cornell University
Ithaca, New York

Dear Maggie:

Labor Education News reported in its December issue that you will be teaching a course at Cornell in "Dynamics of Union Leadership". I am now directing the Southern Regional Council labor program, and would find any materials, such as a course outline, sylabus, or bibliography you might have very helpful. If such materials are available I would certainly appreciate your sending them to me.

Sincerely,

Emory F. Via, Director
Labor Program

EFV:jb

30 December 1965

Dr. Donald McNeil, Chancellor
University Extension
University of Wisconsin
Madison, Wisconsin

Dear Don:

I thought this might be of some special interest to you.

Best wishes for the coming year.

Sincerely,

Emory F. Via

EFV:jb
Enclosure: Southern Teaching Program, 1965

30 December 1965

Prof. Jack Barbash:
Department of Economics
University of Wisconsin
Madison, Wisconsin

Dear Jack:

I thought this might be of some special interest to you.

Best wishes for the coming year.

Sincerely,

Emory F. Via

EFV:jb
Enclosure: Southern Teaching Program, 1965

December 31, 1965

Mr. John W. Beaty
Assistant Regional Director
U. S. Department of Labor
1365 Peachtree Street, N.E.
Atlanta, Georgia 30309

Dear Mr. Beaty:

It was good to get the materials from you and I trust that we will have occasion to make use of materials and personnel from your office in the not too distant future.

The list of all Negro labor organizations to which you referred certainly would be of interest to us. Would you please send me a copy?

I want to thank you for stopping by the office so that we could meet. Be sure to give my regards to Harry Boushaw, when youssee him.

Sincerely,

Emory F. Via
Director, Labor Program

EFV:jb

U.S. DEPARTMENT OF LABOR
OFFICE OF LABOR-MANAGEMENT AND WELFARE-PENSION REPORTS
1365 PEACHTREE STREET, N.E.
ATLANTA, GEORGIA 30309

December 30, 1965

Mr. Emory F. Via
Director, Labor Program
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Sir:

Enclosed is a supply of our current literature. We will be happy to take care of any need you might have for this material.

In 1963 this office developed a list of officers of colored labor organizations for use in an equal employment opportunity program. This list contains about 250 names from organizations in Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina and Tennessee. This list has never been updated. It occurred to me that this information might perhaps be of some use to you, and if so, it is available.

It was a pleasure visiting with you and Mr. Kehrer yesterday and I hope the occasion arises before long where we can be of assistance to you in a labor education program.

Sincerely,

John W. Beaty

John W. Beaty
Assistant Regional Director

Enclosures

DAYTONA BEACH JUNIOR COLLEGE

DAYTONA BEACH, FLORIDA

January 6, 1966

COLLEGE DIVISION

PHONE 255-1476

Dr. Emory Via
Acting Director of Labor Relations
Southern Regional Council
#5 Forsythe, N. W.
Atlanta, Georgia 30303

Dear Dr. Via:

It was a real pleasure to talk with you by telephone yesterday and this letter is to confirm that you will appear for the Open Forum on Sunday, March 13. We appreciate your willingness to discuss some phase or phases of the history and philosophy of the labor movement. You will be speaking to people of all ages and educational levels, but I think there is a definite need for the layman to understand the theory and practice of organized labor.

It is also understood that the Open Forum will pay for your travel expenses from and to Atlanta and, also, lodging while in Daytona Beach.

Please let us have a brochure of your educational and experience background and a snapshot for publicity at your earliest convenience. You might also let us have your choice as to title for the Open Forum topic.

History & Philosophy of the U.S. Labor Movement

I am looking forward with real interest to the opportunity to meet and visit with you on March 13. With cordial best wishes, I am

Sincerely yours,

Merlin G. Cox

Merlin G. Cox
Dean of Arts and Sciences

MGC. ja

cc. Mr. Arthur Zimmet

Serving Flagler and Volusia Counties

January 18, 1966

Mr. Reese Cleghorn
Associate Editor
Atlanta Journal
10 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Reese:

I had meant to send a copy of the enclosed with the other materials.

Sincerely,

Emory F. Via
Director, LaboFFProgram

EFV:jb
Enclosure: "Staff Training with a SouthernAAccent"

PO
FEP
PO
FO
? file?

February 14, 1966

Mr. Henry L. Dixon, Chairman
Postmaster General's Task Force
on Equal Employment Opportunity
Office of the Postmaster General
Washington, D. C. 20260

Dear Mr. Dixon:

I have your letter of February 14th to Mr. Paul Anthony, Director of the Southern Regional Council, Inc.

I plan to attend your Atlanta meeting on February 28.

Sincerely,

Emory F. Via
Director, Labor Program

EFV:jb

please see PO-dept
No file

EV - please handle

Office of the Postmaster General
Washington, D.C. 20260

Rec'd 2/14/66

February 14, 1966

Mr. Paul Anthony
Executive Director
Southern Regional Council, NAIRO
#5 Forsythe Street, N.W.
Atlanta, Georgia 30303

Dear Mr. Anthony:

The Postmaster General's Task Force on Equal Employment Opportunity will be in the Atlanta Region from February 17 to March 11, 1966.

The purpose of this visit is to review with individual regional officials the progress made by the post office installations in their particular region and means and/or methods to further this program.

The Postmaster General's Task Force is inviting representatives of community groups to attend a conference with regional post office officials to inform the community groups of progress made and to seek the advice of these groups in further implementing the Postmaster General's policy on Equal Employment Opportunity.

We cordially invite you to take part in this conference on February 28 at 10:00 A.M. in The Penthouse of John Hancock Building, Houston and Butler Streets.

For your convenience, there is enclosed a self-addressed envelope to notify us if you or your designee will attend this conference.

Sincerely yours,

Henry L. Dixon

Henry L. Dixon
Chairman, Postmaster General's
Task Force on Equal Employment
Opportunity

Mr Carroll

February 23, 1966

Mr. Gawain Carroll
335 Payne Hall
University of Georgia
Athens, Georgia

Dear Mr. Carroll:

I am afraid that my answer to your letter of February 16 will not be very satisfactory for your purposes. You raise more questions, and in some instances of more fundamental import, than can be answered briefly. I do not believe that you quite understand the nature of my organization, or else I do not grasp the intent of your questions as related to what we do. I am enclosing a descriptive leaflet on the Southern Regional Council.

The S.R.C. has no detailed policy position toward unions. We are friendly. We basically accept that collective bargaining is a good thing, as does the majority of the rest of the country since 1935, if we are to believe what the legislators tell us. We know that collective bargaining requires, on one side, unions. Although we know that unions, like any other organization, can go awry, we feel that they have made and will continue to make a tremendous contribution to American life. I personally feel that they will make a substantial and positive contribution to the life of the South. In many cases they have already done so.

As to your questions about politics and legislation, you should note that we are non-partisan and do not seek the enactment of legislation. So your questions linking our interests and union interests on this score have no meaning. Regarding specific laws such as Taft-Hartley and the Council's view of union operation under those laws, we have no organizational position. It is far afield from what we do.

At the risk of sounding too harsh and judgmental from afar, I would suggest that you do a little more reading on the labor movement itself. You may find the following books of some help: Jack Barbash, The Practice of Trade Unionism, and his Union Leadership; Ray Marshall, The Negro and Organized Labor; Henry Pelling, American Labor (this may not be the exact title; this is a concise labor history); V. O. Keys, Parties and Politics, especially the chapter on unions; Edwin Young and Milton Derber, Labor and the New Deal; also see Bailey's book on the passage of the Taft-Hartley Act. See articles about unions and/or politics by the following: Gus Tyler, Andy Biemiller, Al Barkan. Also look at Jack Barbash, "Unions and Politics", appearing in Challenge, The Magazine of Economic Affairs, December, 1964.

You will gather from scanning some of these materials that it is important not to think of labor as some monolithic force in society. It is not. Unions vary greatly. They tend to be pragmatic in terms of their own self-interest and in terms of approaches to politics. Their pragmatism is not untouched, however, with a healthy interest in what's good for most folks -- the common welfare, if you like. At a given time in history or on a given issue, a particular union may reveal more idealism than practicality, but in general they focus on running a going concern whose primary responsibility lies in the area of collective bargaining and those affairs which touch that major subject fairly directly. They recognize, of course, the real relation between bargaining aims and politics. And they frequently, out of idealism or compatible coalitions, support broad ranging issues of general social import.

I hope this in some way helps.

Sincerely,

Emory F. Via
Director
Labor Program

EFV:jb
Enclosure

University of Georgia
Athens, Georgia
February 16, 1966

Mr. Emory F. Via
Atlanta, Georgia

Dear sir:

I would like to ask you for some information which would be useful to me in dereloping a political science paper at the University of Georgia. We have been studying the interaction, through legislation and political measures, of primary power groups in their efforts to influence public policy. I have chosen labor as a group to study in this context.

May I ask you a few questions about labor? How have labor organizations reatted to your organization's interests? Does labor's position endanger your influence in the realm of politics? Is there disagreement between you and labor over certain points of legislation passed since the Taft-Hartley Act? Has labor, in your opinion, complied to the letter of the law?. What systems of controls do you favor over labor's growth of power? Do you think that labor's strength should be encouraged? If so, in which areas should emphasis be placed? Does your fundamental ideology conflict or agree with that of labor's? Would you name a few instances when you have had labor to respond to your interests, and the methods of influence that you used? What is your prediction of your future position with labor on Public Policy?

Thank you for your consideration of my questions. If there is any additional information that you think might help me or if there are additional areas that I need to consider in the discussion of my paper, please let me know. Thank you.

Sincerely yours,

Gawain Carroll

335 Payne Hall

DEAD

Mb

Conn

February 23, 1966

Mr. Harry L. DeLung, Jr.
18 Avery Drive, N.E.
Atlanta, Georgia

Dear Harry:

I am sorry to be so late in forwarding these names to you. Some attorneys specializing in labor law with whom you may wish to talk are: Morgan C. Stanford, 127 Peachtree Street, Candler Building, Suite 1431, telephone 523-2525; in that same firm are Albert M. Horn, J. R. (Randy) Goldwaite, Jr., J. Leon Adair, and Thomas E. Adair. One of the Adairs, Goldwaite and Stanford are partners in the firm; Robert Mitchell (represents the Teamsters), William Oliver Building, 523-1983; and Joseph Jacobs, 160 Central Avenue, S.W., 522-4280.

You may also be interested in talking with Jack Handler who serves as house counsel for this region of the Ladies Garment Workers Union; his telephone number is 753-1151.

Your best recommendation of course will be you yourself and something from one of your professors. However, if it serves any purpose to have one of us testify to your good interests and general responsibility please don't hesitate to call upon us. If there is anything further you would like to discuss regarding this matter, please be in touch with me.

Sincerely,

Emory F. Via
Director
Labor Program

EFV:jb

March 18, 1966

Mr. Drew Murphy
Daytona Beach Daily Journal
P. O. Box 431
Daytona Beach, Florida 32015

Dear Mr. Murphy:

Thanks for returning the materials and for the clipping from the Evening News. Your report did very well by the occasion.

It was nice to have met you and I have given your regards to the Pattersons who return theirs.

Sincerely,

Emory F. Via
Director
Labor Program

EFV:jb

April 4, 1966

Mr. Carl Haessler
American Newspaper Guild
39 Massachusetts Avenue
Detroit, Michigan 48203

Dear Mr. Haessler:

Your request for a copy of the Southern Regional Council's publication, School Desegregation: Old Problems Under a New Law, has been forwarded to us by the American Federationist. A copy of this report is being sent to you under separate cover.

Sincerely,

Joan C. Browning
Administrative Secretary
Labor Program

HAESSLER
39 MASSACHUSETTS
DETROIT, MICHIGAN 48203
868-8686

73

3-27-66

American Federationist
Washington
Brothers

Please send me the pamphlet

SCHOOL DESEGREGATION

by Southern Regional Council 5 Forsyth st NW Atlanta Ga,
mentioned in your Match issue (25)

Carl Haessler

Carl Haessler
American Newspapaer Guild

HAESSLER
39 MASSACHUSETTS
DETROIT 3, MICHIGAN

73

DETROIT, MICH.
PM
28 MAR
1966

American Federationist 815 16 st

Washington DC 20006

pamphlet requested

April 4, 1966

The Whittier Hotel
415 Burns Avenue
Detroit, Michigan 48214

Gentlemen:

On Monday, March 28, I sent a package containing twenty-five copies of the Southern Regional Council's quarterly magazine, New South, via special handling parcel post addressed to me in care of the Whittier Hotel. The package was marked "Hold For Arrival". It had not yet arrived when I checked out of the Whittier at noon on Friday, April 1st.

When the package arrives, I would appreciate your calling Mr. Carol Hutton, Education Director, United Automobile Workers, in Detroit at 926-5201 to see if he would like to have the copies of New South for his distribution. If Mr. Hutton does not want the magazines, please dispose of them as you see fit.

Thank you for your cooperation in this matter.

Sincerely,

Emory F. Via
Director
Labor Program

EFV:jb

cc: Mr. Carol Hutton
Education Director
United Automobile Workers
8000 East Jefferson Avenue
Detroit, Michigan 48214

April 19, 1966

Mr. V. Lingamurty
Department of Political Science
North Hall
University of Wisconsin
Madison, Wisconsin 53706

Dear Mr. Lingamurty:

It was nice of you to write following your visit to Atlanta. My secretary recalls that you wanted some statistics sent to you. Can you tell us what these were?

I hope the rest of your trip was successful.

Sincerely,

Emory F. Via
Director
Labor Program

EFV:jb

EV: as Mr. Lingamurty left, he asked me to be sure to send the statistics to him. I didn't know which statistics, and he indicated that he had talked with you about them .

Do you know what he wanted, and has it been sent to him. I think it was about reapportionment, but not sure a'tall.

jb.

No! We could ask him.

THE UNIVERSITY OF WISCONSIN
NORTH HALL
MADISON, WISCONSIN 53706

V.Lingamurty
DEPARTMENT OF POLITICAL SCIENCE

April 14,1966

Mr.Emory F. Via,
Director,
Labor Program,
Southern Regional Council, Atlanta.

Dear Mr.Emory,

Let me thank you for the fine treatment you gave me when I visited your Office. I also thank others members of the Council who gave me their opinions on my Project.

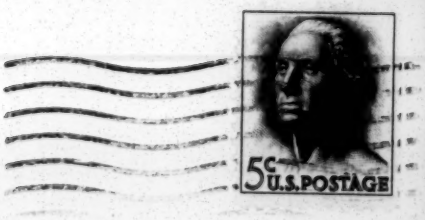
Sincerely yours,

V. Lingamurty

(V.Lingamurty)

V.Lingamurty
THE UNIVERSITY OF WISCONSIN
DEPARTMENT OF POLITICAL SCIENCE
NORTH HALL MADISON, WIS. 53706

MADISON APR 14 PM 1966 WIS.



To

Mr.Emory F. Via,
Director, Labor Program,
Southern Regional Council,
5 Forsyth Street, N.W.,
Atlanta.
Georgia.

J.B.
~~B.A~~
~~B.P.~~

May 2, 1966

Mr. Kenneth Keller, Information Coordinator
Center for Studies in Vocational and
Technical Education
Social Science Building
The University of Wisconsin
Madison, Wisconsin 53706

Dear Mr. Keller:

Enclosed is the card indicating areas in which we would like to receive bibliographies.

If you have not done so, would you please send your "Selected List of Acquisitions," Vol. I, No. 4, and the offer to send bibliographies in the fourteen areas to:

Cleveland, Dinnard, Director
Carver Vocational School
1275 Capitol Avenue, S.W.
Atlanta, Georgia.

Sincerely,

Emory F. Via
Director
Labor Program

EFV:jb
Enclosure

May 6, 1966

Mr. V. Lingamurty
Department of Political Science
University of Wisconsin
North Hall
Madison, Wisconsin 53706

Dear Mr. Lingamurty:

We are not in a position to provide you with the detailed information which you requested in your letter of May 2. However, I think you will find the resources suggested in the attached memo of use to you if you have not already consulted them. I would suggest further that you make use of the historical library there in Madison. If my memory is correct they have a section in the stacks where they keep the various blue books for the states which in some cases go by another name. For instance, I believe the official reporting book for Georgia is known as the statistical registry for Georgia. In any case I am sure that the librarian there can lead you to the right sources.

Under separate cover I am sending a few of our materials which may be helpful for background information. It is possible that you received copies of these materials when you were here. I trust that this information will help you in your task.

Sincerely,

Emory F. Via
Director
Labor Program

EFV:jb
Enclosure: Memo from G. Bartley to E. Via
Sent under separate cover: "The Negro and the Ballot", by Margaret Price; New South, June and September 1965; press release, "What Happened in the South?", November 1964.

Glenda B—

What suggestions do you have that might put this fellow on right track without working us too much.

Fred

State Figure
Blue Books —
Official Directory — Hist'l — U.W.

Log. Daily —
State & Fed —
Almanac
Glendoo maps —

THE UNIVERSITY OF WISCONSIN
NORTH HALL
MADISON, WISCONSIN 53706

V.Lingamurty
DEPARTMENT OF POLITICAL SCIENCE

May 2,1966.

Mr.Emory F. Via,
Director,
Labor Program,
Southern Regional Council, Atlanta.

Dear Mr.Emory,

Thank you for your letter dated April 19th,66. I shall very much apprecia-te if you could provide me the following information relating to the 11 Southern States during 1952-66. ie., 1952,1954,1960, ~~and~~ 1964, and 1965.

(1) Total number of elective posts -federal, state and local- for which(a) Democratic party (b) Republican party contested (1952-66).

(2) Total number of elective posts - federal, state and local- for which Democratic party contested (b) Republican party contested (1952-66).

(3) Total percentage of votes polled in federal, state and local elections by (a) Democratic party (b) Republican party (1952-66).

(4) Percentage of Negroes voted in federal, state and local elections for the (a) Democratic party (b) Republican party (1952-66).

(5) Percentage of Whites voted in the federal, state and local elections for the (a) democratic party (b) Republican party (1952-66).

I am right now trying to analyse the information I could get from the persons I interviewed during the course of my tour and information on the above cited points would very much help me in the further study of my Project.

Thanking you,

Sincerely yours,

V. Lingamurty

V.Lingamurty

V.Lingamurty
THE UNIVERSITY OF WISCONSIN
DEPARTMENT OF POLITICAL SCIENCE
NORTH HALL MADISON, WISCONSIN 53706

MADISON
MAY 2
PM
1966
WIS.

L

To

Mr.Emory F. Via,
Director,
Labor Program,
Southern Regional Council,
5 Forsyth Street, N.W.,
Atlanta.
Georgia 30303.

May 27, 1966

Mr. Elbert Robinson
1818 Hinson Avenue
Mobile, Alabama

Dear Robbie:

As you perhaps know from your telephone messages, I was in Mobile for a very quick trip and I am sorry to have missed you but except for the time I called your office I was completely tied up with a conference of Post Office personnel people from through-out the region. I hope to have better luck next time.

Sincerely,

Emory F. Via
Director
Labor Program

EFV:jb

June 10, 1966

Dr. Harold L. Sheppard
Staff Social Scientist
W. E. Upjohn Institute for
Employment Research
1101 17th Street, N.W.
Washington, D. C. 20036

Dear Hal:

In one of our conversations in Washington you mentioned that the Institute had the guide-lines or tools for measuring discrimination in employment offices. You may recall that I suggested our putting our heads together on this matter to see if there would be some way of making practical use of such guide-lines.

There would be interest on the part of several organizations within this region in using better tools for judging performance realistically and by fair standards. Some of the organizations would be able to provide at least high level voluntary assistance for any needed field of work. And I would imagine that at least some modest funds could be made available if needed.

I trust that some such collaborative effort will be of interest to you. Are the tools for judging performance to which you referred in such shape, say a written document, that they could be shared with us? Or is this something that we should first get together the concerned heads for a discussion?

Please let me hear from you for this is a matter which I would like to see pursued further as it applies to the Southern scene.

It was good to have seen you and to have had at least some opportunity to work with you on the task force.

Sincerely,

Emory F. Via
Director
Labor Program

EFV:jb

June 15, 1966

Mrs. Analoyce E. Clapp
The Potamac Institute, Inc.
1501 18th Street, N.W.
Washington, D. C. 20036

Dear Analoyce:

It was good indeed to see you at the White House Conference. I can only join your sentiments that it was too bad we did not have more chance to be together.

I certainly didn't realize that you would be leaving Potomac. Will you be doing your writing in Wisconsin? I would certainly welcome knowing where you will be.

I have written Lucius Pitts over at Miles College and offered to be of such assistance as he sees fit. Thanks for letting me know of his interest.

I will be back in Wisconsin in September, 1967. In the meantime, if you find yourself coming through these parts don't fail to be in touch with us.

Sincerely,

Emory F. Via
Director
Labor Program

EFV:jb

Misc. Cor
DEGD

June 15, 1966

Dr. Lucius Pitts, President
Miles College
Birmingham, Alabama

Dear Lucius:

I learned from Analoyce E. Clapp that you were interested in some form of workers' education program. I do not know how your interests and programs in this area have progressed.

You may recall that I have been involved in what we call labor education for many years now. In general we mean by labor education adult education with union groups. Aside from my work with the Council and with several private programs of workers education I have put in about nine years with two different universities in such programs.

This letter is simply to say that I would be delighted to work with you in any way that seems feasible to you. If such experience as I have had would be of use to you, please don't hesitate to call on me. And for my part I am quite interested in uncovering useful physical facilities as well as competent teachess. Maybe you have some of both which would be possibilities for some future program.

Best personal wishes.

Sincerely,

Emory F. Via
Director, Labor Program

EFV:jb

June 15, 1966

Honorable A. Leon Higginbotham, Jr.
Judge
U. S. District Court
2110 U. S. Court House
9th and Market Streets
Philadelphia, Pennsylvania

Dear Judge Higginbotham:

Enclosed is the report to which I referred in our conversation in the taxi going to the White House Conference.

It was good meeting you and getting a chance to talk about mutual concerns. I hope the report will be of interest.

Sincerely,

Emory F. Via
Director
Labor Program

EFV:jb
Enclosure: STP report

MILES COLLEGE

BIRMINGHAM 8, ALABAMA

July 18, 1966

Mr. Emory F. Via, Director
Labor Program
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

My dear Mr. Via:

We are interested in the workers' education program and we are grateful to you for making your talents available to us upon request.

When it becomes mutually convenient, we shall make a specific request of you for your time.

For the present, please send us a data sheet regarding the work that you are doing.

Sincerely,

Amos Ryce, II

Amos Ryce, II
Administrative Assistant

AR:rw

Keep copies

for —

A.U.

E.S.

Florence Robin.

Dave

18 August 1966

Mr. Miles E. Galvin, Director
Labor Relations Institute
University of Puerto Rico
College of Social Sciences
Rio Piedras, Puerto Rico

Dear Mr. Galvin:

The materials on your program which were sent in your absence have arrived here at a time when Mr. Via is out of the office.

The materials and your letter of August 2 will be brought to his attention when he returns.

Sincerely,

Joan C. Browning

JB

UNIVERSITY OF PUERTO RICO
COLLEGE OF SOCIAL SCIENCES
RIO PIEDRAS, PUERTO RICO

LABOR RELATIONS INSTITUTE

August 2, 1966

Mr. Emory F. Via, Director
Labor Program
Southern Regional Council, Inc.
5 Forsyth St., N. W.
Atlanta, Georgia 30303

Dear Emory:

I have been and am still on vacation and things have gotten sort of jammed up on my desk. I apologize for not answering your letter of April 21 requesting copies of our descriptive pamphlets.

I am afraid that we have never been much on program descriptions mainly because (1) our island is so small that we maintain contact informally; (2) our facilities and budget so limited that sometimes we are reluctant to awaken aspirations we would not be capable of satisfying and (3) we just never seem to get around to it. I am enclosing two or three things we have put out of a general nature, but they were produced mainly as reports for interested outsiders, rather than for the unions.

We do have a certain amount of staff which goes out to the unions here and in Latin America, but all in Spanish. I enclose a couple of samples. I can send more copies of anything you want, but thought I would see first if you really think it would be helpful to you.

Incidentally, I will be starting a sabbatical year on August 1st. and leave for Madison in a few days where I will work on Ph.D.

Best regards.

Sincerely,

for Salvador Perez Mayol
Miles E. Galvin
Director

P.S. Mr. Galvin departed before this letter could be signed by him due to work overload. I hope you will excuse me for signing it for him. SPM

8 September 1966

Mr. M. J. Jones, District Superintendent
The Methodist Church, Knoxville District
3709 RogersRRoad
Chattanooga, Tennessee 37411

Dear Mr. Jones:

I have your letter of August 23. It was good to hear from you. I have been out of town most of the time since your letter arrived so am just now getting to answer it.

The study that I originally had in mind was to be aimed at studying apprenticeship training opportunities. The persons interested in it decided not to extend the study into any Tennessee cities.

I am not certain I understand what sort of study of poverty programs you have in mind. Perhaps you will develop these ideas further. We would be most pleased to hear what you plan to do and/or about the work of other groups along similar lines.

Sincerely,

Emory F. Via, Director
Labor Program

EFV:jb

OFFICE PHONE 267-1722 HOME PHONE 698-5296

The Methodist Church
KNOXVILLE DISTRICT
TENNESSEE-KENTUCKY CONFERENCE
M. J. JONES, DISTRICT SUPERINTENDENT
3709 ROGERS ROAD
CHATTANOOGA, TENNESSEE 37411

August 23, 1966

Dr. Emory Via
Southern Regional Council
5 Forsythe Street
Atlanta, Georgia

Dear Dr. Via:

I talked with you some time ago about a possible study of some facets of the Poverty Program and its effect upon the life and status of the chronic poor.

Some time ago, several of the Civil Rights Workers expressed interest in such a study in ten (10) or fifteen (15) major cities.

This would make a tremendous contribution to Community Action Boards related to respective professional staffs. I would appreciate your reaction.

Very truly yours,

M. J. Jones

M. J. Jones

MJJ/lmb

October 5, 1966

Chief Ingersall
Police Department
Charlotte, North Carolina

Dear Mr. Ingersall:

Under separate cover I am sending you three publications which may be of interest. They are The Government and Minority Groups, from the International City Managers' Association; Opportunity for Urban Excellence, from the Atlanta Commission on Crime and Juvenile Delinquency; and Know Your Rights which was put out jointly by the American Civil Liberties Union of Georgia and the Georgia Council on Human Relations.

We discussed the latter two in your office. The City Managers' publication is dated in that substantial legislation has been passed since February 1963, but if you have not already seen it, I think you may find it suggestive.

It was good to meet you in Charlotte the other day and I appreciate the time you took to talk with Mr. Dyer and me.

Please feel free to call on us here at the Council, if any of our programs or personnel can be of use to you.

Sincerely,

Emory F. Via, Director
Labor Program

hj

October 18, 1966

Editor
Newsletter
Plans for Progress
1800 G Street, N. W.
Washington, D. C. 20006

Dear Sir:

I notice from your October 1966 Newsletter that a current listing of the Voluntary Employer Councils is now available. Would you please send me two copies.

Sincerely,

Emory F. Via, Director
Labor Program

EFV/km

October 28, 1966

Miss Margaret McCulloch
415 South Reese Street
Memphis, Tennessee

Dear Miss McCulloch:

Sometime ago you requested the names and addresses of the executive directors of the Alabama, Arkansas, and Mississippi Councils on Human Relations, They are as follows:

Robert Valder
Associate Director
Alabama Council on Human Relations
Post Office Box 1310
Auburn, Alabama 36830

Kenneth Dean
Executive Director
Mississippi Council on
Human Relations
306 First Federal Building
Jackson, Mississippi 39201

Nathaniel Griswold
Executive Director
Arkansas Council on Human Relations
1310 Wright Avenue
Little Rock, Arkansas

I want to apologize very much for the long delay in getting these to you. It may be that they are no longer of value. Frankly, your card was referred to me but then was lost with the comings and goings of two secretaries.

You also asked about the Postmaster General's Task Force on equal employment opportunity. If you would write to Mr. Hollis Bach, Equal Employment Officer, Post Office Department, Washington, D. C., I feel sure you would get reliable information about the Department's fair hiring standards and such steps as they have taken to implement them. My impression is that his office and staff have been doing a good job.

Sincerely,

Emory F. Via, Director
Labor Program

November 4, 1966

Mrs. Lois M. Harper
Executive Director
National Committee on Household Employment
1346 Connecticut Avenue, N. W.
Washington, D. C. 20036

Dear Mrs. Harper:

I notice from a leaflet on the NCHE that you have available (1) sample questionaires and instructions for the survey, (2) sample certificates and emblems, (3) brochures and posters, (4) releases and spot announcements, (5) information on resource materials, (6) training guides, and (7) suggested employer-employee codes. Would you please send me about five copies each of the above items?

Any other information, such as the results of serveys already run, which you feel would be pertinent for newly formed domestic organizations would be most welcomed. I will greatly appreciate any assistance you can give me.

Sincerely,

Emory F. Via, Director
Labor Program

hj

MISS MARGARET C. McCULLOCH
415 SOUTH REESE STREET
MEMPHIS, TENN. 38111
PHONE 458-0919

Nov. 6 - 1966

Mr. Emory F. Via, Director Labor Program.
Southern Regional Council,
5 Forsyth St. N.W. Atlanta. Ga. 30303

Dear Mr. Via:

Thank you for your letter of Oct. 28.

Fortunately someone in the Council office (unsigned) did send me the total list of Councils on Human Relations - I mailed to all of them; Next week I am by invitation meeting with the postal officials of the region - Ala. Miss. & Tenn. (10 cities).

I am glad to receive the name of Mr. Hollis Bach, Federal Employee Med Officer, though unclear what his relation is to the Task Force whose names or addresses I have or whom I met when they were here -

Since I do not know what digging if any to get at the actual facts, you or anyone at SRC has done, I confess I don't know the interpretation to put on your "impression" - I was hoping SRC could give us something a bit more usable such as: "The Task Force has held meetings with community or intergroup agency representatives in the following cities:- The following agencies were represented:- Cooperation has actually been organized below P.O. & community

[over]

agencies as follows: City 1 — such & such organizations
Communist problems found have been ——
Such & such effective programs & work them out
have been devised -

From some sample cities in an area for instance
it would appear that at the entrance level
(Clerk - Carrier) - cities vary but almost all show some
progress or a few are doing extremely well; but that
at the level of promotions & higher grades we have
as yet very little achievement except in one or two places -
It is some sort of specific information alone that is
usable -

Well, I am sure, you have many more urgent
investigations & programs to work on and time of
any one person is limited. If you have any
recent reports on equal employment I should be
glad to know about them -

With thanks -

Sincerely -

Margaret C. McCulloch

P.S. Copy of letter & mem. I sent out was sent also
to you - i.e. to SRC - about 6 weeks ago or so - I would
still be glad of any reaction to it - !

GEORGIA STATE COLLEGE
33 GILMER STREET, S. E. • ATLANTA, GEORGIA 30303

November 7, 1966

Mr. Emory Via
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia

Dear Emory:

Some time ago you indicated an interest in the SEA lecture of Frank McCulloch. The session is scheduled for 10:15 A.M. on Saturday, November 12th in the Hickory Hill Salon of the Marriott Motor Hotel. Mr. McCulloch will read a paper entitled, "The Scope of the Bargaining Obligation: Court, Board, and Labor-Management Developments."

A copy of the program is enclosed.

Cordially,

James F. Crawford (BB)

James F. Crawford
Chairman
Department of Economics

November 9, 1966

Margaret Fisher, Director
Information and Publication
National Committee Against
Discrimination in Housing
323 Lexington Avenue
New York, New York 10016

Dear Margaret Fisher:

It was good to hear from you and to know of your interest in "To Find A Home." I understand from the School for Workers' office that the information on the film has been sent to you by The University's Bureau of Audio-Visual Instruction.

You will note from the letterhead that I am not in Madison, but at the Southern Regional Council--an old friend to us both. I am on leave from The University, beginning my second year, and will return to Madison next September.

Thanks for sending me copies of "Trends." We were subscribers in Madison and have often had occasion to push subscriptions. It is a good and useful paper for which you are to be congratulated. You will have my name on your list again shortly.

Margaret joins in sending you best personal wishes.

Sincerely,

Emory F. Via, Director
Labor Program

hj

November 23, 1966

Mrs. June Wakeford, Regional Director
Women's Bureau, U.S. Department of Labor
1371 Peachtree Street, N. E.
Atlanta, Georgia 30309

Dear Mrs. Wakeford:

I am sorry that a previous out-of-town commitment kept me from attending the Open House welcoming you to your new position in Atlanta.

This note is just to assure you that we will be most happy to cooperate with you and the Women's Bureau in any areas of mutual concern. I look forward to meeting you in the near future.

Sincerely,

Emory F. Via, Director
Labor Program

hj

November 23, 1966

Dr. Earl Brewer
Candler School of Theology
Emory University
Atlanta, Georgia

Dear Earl:

First, greetings! Secondly, someone (Could it have been Tom Duncan) told me that you had turned out two good papers relative to the role of the churches in a changing South.

If they are in mimeograph form, could you send me one or both of them?

Many thanks and I trust I will see you before too long.

Sincerely,

Emory F. Via, Director
Labor Program

hj

November 23, 1966

Mrs. Lois M. Harper, Executive Director
The National Committee on Household Employment
1346 Connecticut Avenue, N.W.
Washington, D. C. 20036

Dear Mrs. Harper:

Thanks for your prompt attention to my request for materials.

I am enclosing two items and will send others separately which will give you some insight into the Southern Regional Council.

There are a number of persons in Washington who know us well. Let me simply give you four names of people with whom you may more regularly be in touch. I am sure that you would find that Miss Eleanor French of the United Church Women and Miss Dorothy Height of the National Council of Negro Women, who are on your board, will be familiar with the Council. Miss Diane McCaig, who recently went to Washington after serving as the regional director of the Women's Bureau here in Atlanta, at least knows the Council and me. Perhaps you know Mrs. Agnes Douty, who knows the Council from an earlier day and knows a good bit about me. Mrs. Douty was involved in the Women's Bureau's "Consultation on Private Household Workers" in June of 1964.

I hope that before too long I can either talk with you in Washington or by telephone about a couple of organized groups of domestic workers within the region.

Please place me on your mailing list for further materials.

Sincerely,

Emory F. Via, Director
Labor Program

jd
Enclosures

~~AU Manpower~~

DEAD

Misc
Correspond

q December 20, 1966

Dean Harding B. Young
School of Business
Atlanta University
Atlanta, Georgia

Dear Harding:

At last some word from me regarding your Manpower Research Program. It looks interesting and I am sure will prove to be an asset to the University and it holds real potential for the community and region.

I hope you will keep me informed as the program develops and let me know if there are ways in which I can be of assistance. Perhaps I could be of some help in relating your efforts to unions and other groups. I know the people involved in manpower research at the University of Wisconsin quite well and on occasion that contact might be useful. I would be happy to offer some supplementary assistance to courses or seminars dealing with employment and race, apprenticeship and race, unions and race, and some practical problems of recruitment, motivation, and training.

You will recall that my own training is not in economics and that my doctorate is actually in political science. Most of my professional work has been in Labor Education and Race Relations.

Best personal wishes.

Sincerely,

Emory F. Via, Director
Labor Program

EFV/jd

H.L. Mitchell Project.

December 26, 1966

Mrs. Deborah Cole, Secretary
Aron E. Norman Fund, Inc.
575 Madison Ave.
New York, N.Y. 10022

Dear Mrs. Cole:

You will recall our interrupted telephone call just before the Thanksgiving holidays and your suggestion that I write to you fully about a project which I believe will be of interest to your Fund.

A grant of $6,000 a year for a period of two years is needed to employ a full time co-ordinator to work on the development of co-operative projects among sugar cane plantation and other rural workers in Louisiana.

A co-operative self help housing project has been organized and 104 applications for housing loans has been approved by the Farmers Home Administration of the U.S. Department of Agriculture. (See attached letter from Mr. John A. Baker, Assistant Secretary of Agriculture to the undersigned, dated November 25, 1966) We have since been informed that applications made by an unincorporated Farm Workers Association to build the first 10 individual pre-fabricated homes on a tract of land near the town of Edgard, La. has been given final approval in Washington and construction will get under way early in 1967.

A credit union is in the process of being formed among tractor drivers employed on sugar cane plantations.

Several farm machine operator and other types of training projects have been conducted in the sugar cane plantation area of Louisiana with funds from U.S. Government agencies. The projects were sponsored by local organizations and the Human Relations Institute of Loyola University, New Orleans, La.

The person whom we want to see employed on a full time basis for the next two years is Mr. Frank Lapeyrolerie, Box 43, Reserve, La. 70084. Mr. Lapeyrolerie, a leader of the Negro community, has been the man mainly responsible for the development of these several projects and the current housing and credit union programs. For a

Gene

good description of this man and his work, we quote from the following:

Reserve, Louisiana
Title III-B (EOA) Program
For Seasonal Farm Workers

By [illegible]

This Title III-B (EOA) program is to be sponsored by St. John the Baptist Parish (Louisiana) Farm Bureau, Inc., which is affiliated with the Louisiana Association of Farm Bureaus. The parish farm organization has 119 members and was organized and incorporated in 1925. Its membership consists of both large and small farm owners. In the fall of 1964, St. John the Baptist Farm Bureau supported an Area Redevelopment Act Pilot program at Reserve, Louisiana, to upgrade the skills of farm laborers in the area, and its members will encourage seasonal farm laborers to participate in this program.

CONTACT PERSON: Mr. A.T. Becnel will serve as initial contact person for the program. He is President of St. John the Baptist Farm Bureau and also Superintendent of Schools for the parish. His mailing address is: Superintendent of Schools, St. John the Baptist Parish, Reserve, Louisiana.

An Advisory Committee, which represents farm workers as well as other groups in the community, has been selected to help structure the program and to lend support once the project is operational. The attached CAP Form 3 contains specific identification of the Advisory Committee.

PROJECT DIRECTOR: Mr. Frank Lapeyrolerie has been chosen to serve as Project Director. He is a lifetime resident of the parish and his reputation is that of a person who effectively works with others and "gets things done." Mr. Lapeyrolerie is presently Secretary-Treasurer of the Agricultural and Allied Workers Union, AFL-CIO, Local No. 300, Box 43, Reserve, Louisiana, and he is also Grand Knight for the local unit of the Knights of Peter Claver. In the ARA pilot program at Reserve, Mr. Lapeyrolerie was in charge of recruitment and also taught classes in basic education and citizenship training. He is currently active in the National Association for the Advancement of Colored People, and St. John the Baptist Parish Civil Defense Unit. Mr. Lapeyrolerie also served as President of the Fifth Ward High School PTA (Reserve, Louisiana) (end of quote)

This project was carried out early in 1966 and the Farm Bureau people have asked Mr. Lapeyrolerie to assist them in getting another one funded.

Mr. Lapeyrolerie has worked on a part time basis in most of these projects. Sometimes it has been possible for him to be compensated for his services but more often, he served without pay. At the present time he is earning his living by operating a motion picture machine at the local movie theatre in Reserve, La., working five nights a week and on Saturday and Sunday afternoons.

Mr. Lapeyrolerie is 50 years old and has the equivalent of a high school education. He is not a technician or specialist but is a real leader among the Negroes and

BEST COPY AVAILABLE

a "man who gets things done." He wants to continue his present work.

A grant of $6,000 for a period of 2 years will enable Lapeyrolerie to devote his full time to the various projects, programs and organizations in which he has been interested and most effective in building. Within the two year period, it is contemplated that one or more of the co-operative projects, the credit union or the sugar plantation workers' organization will be in a position to assume responsibility for paying Lapeyrolerie's salary and expenses.

I have known and worked with Mr. Lapeyrolerie for the past 15 years and can vouch for his ability and integrity. The labor organization for which I work is not directly concerned in this matter and would not assume any responsibility for the receipt and disbursement of funds for the application now made. Will it be possible for the Norman Fund to make a grant of $500 a month pending the incorporation and the securing of tax exemption by a Louisiana organization?

Mr. A.E. Cox, Delta Foundation, 933 Chambliss Road, Memphis, Tenn., telephone: 395-5082 (area code 901) says that his Foundation can receive and disburse such funds as may be made available for Mr. Lapeyrolerie's work. It is contemplated that Mr. Lapeyrolerie will receive a salary of $400 per month and be given an allowance for travel and incidental expenses incurred in his work, not to exceed $100 a month.

The Delta Foundation has been established for a number of years and has tax exemption status, and has received contributions from the Field Foundation and others for educational and charitable purposes. The Taconic Foundation has also made substantial contributions to the Delta Foundation.

Will you please advise me as to the earliest date that consideration may be given to this application?

Sincerely yours,

H.L. Mitchell

cc: Mr. Harold J. Fleming
Mr. A.E. Cox
Mr. Frank Lapeyrolerie
Mr. Sidney Hertzberg

Good! make sure we follow up.

January 17, 1967

The Hon. A. W. Willis
588 Vance Street
Memphis, Tennessee

Dear Representative Willis:

Enclosed are materials which you requested from the Labor Program pertaining to Workmen's Compensation, Minimum Wage and Unemployment Insurance. Mr. Via is out of town at the present and I am taking the liberty of mailing you this material.

Enclosed are the following publications:

1. State Wage Payment and Wage Collection Law
2. Comparison of State Unemployment Insurance Laws
3. Unemployment Insurance Legislative Policy
4. Workmen's Compensation Under State Laws, Jan. 1, 1966
5. Unemployment Insurance Under State Laws, Jan. 1, 1966
6. Suggested State Legislation - "Second Injury Funds"
7. Texas AFL-CIO suggested Workmen's Compensation Insurance Law
8. Standards for good Workmen's Compensation
9. Brief Summary of State Workmen's Compensation Laws
10. Tennesse Unemployment Insurance
11. Tennessee Partial Unemployment Benifits
12. Tennessee Bill dealing with Workmen's Compensation
13. Workmen's Compensation and Rehabilitation Law
14. Tennessee Workmen's Compensation Law - How does it compare?

As you can tell most of the material on Minimum Wage has not yet come into the office. It will be mailed to you as soon as it arrives.

In addition to the enclosed material, I suggest that you check with the Division of Workmen's Compensation in the State of Tennessee for a copy of the Workmen's Compensation Law. I would also like to recommend the book Unemployment Insurance in the American Economy by William Haber and Merrill G. Murray for further information.

If this office can be of any further help please do not hesitate to notify us.

Sincerely,

Jane S. DeLung,
Secretary

/jd

Enclosures

SOCIAL DEVELOPMENT CORPORATION

1126 SIXTEENTH STREET N.W.
WASHINGTON, D. C. 20036 ■ TELEPHONE 202/223-2435

Ralph E. Showalter
Executive Director

Dear Emory,

I was amused and amazed to get your letter. Almost no one remembers my married name, so when I found out that we had sent you a sort of form letter several weeks ago, I figured you would never know the difference. We have been writing a lot of people whose names we got from OEO's training section, and I guess that is where we got your NILE title. Anyway, you get a gold star for membry.

The material you sent was great. That booklet titled "Know your Rights" is a very nice job. If you could send me five of them, I would pass them on to a couple of poverty programs that might like to see it. We got a similar thing written for migrant workers in Massachusetts and it is terrible!

I was interested in the Vine City summary, because we are looking for examples and experience on community participation by low-income groups. Am I right that there are no similar projects or studies on Southern community action? The biblio appended to the summary is pretty general, but I wondered if there are some other specific programs written up.

In regards to the cooperative materials, I was wondering whether this project is funded and operating. I was rather surprised to see this material because I recently got a SRC report at home that was quite discouraging about low-income co-ops and credit unions.

We are assembling training materials from all sorts of poverty programs, OEO and private. We have written a lot of people who have been doing training (universities, CAP staff, outside groups) and so far much of what we have received has been mediocre. There has been a lot of crash training done and little of it written down. If there is ever any specific thing you are interested in, however, write me and I'll tell you if we know anyone who has done it.

We are particularly interested in the training of poverty people as sub-professionals and as neighborhood workers and

Community Organizers. You may know that the Citizens Crusade Against Poverty got a grant to train community organizers, and Brendan Sexton is working on the training (not set up yet). One reason we are collecting all this is so he can see if it is useful, but we are also trying to find out just what is going on in the field generally. It is amazing to me, but no one seems to have any overall idea of what kinds of program and activities and what kinds of training have been done in the last few years in connection with the poverty effort. We are looking particularly for new and startling ideas -- practical or theoretical.

Ihhope this fills you in on my previous letter. If you know of anything else you think I should look into, I wish you would let me know. I hope you and the family are enjoying being back in Atlanta -- I visited the Munts in Madison last November and I think they miss Washington although the kids like Madison a lot.

Regards,

Marge

Marjorie Rachlin

Jan. 23, 1967

January 18, 1967

Mrs. Marjorie B. Rachlin ,
Consultant
Social Development Corporation
1126 Sixteenth Street, N.W.
Washington, D. C. 20036

Dear Marjorie:

The familiarity of address is due to my assumption that you are indeed Marjorie Baily Rachlin. If so, great! If not, my apologies.

I have your letter requesting materials and information on training and community action with low income groups. It was forwarded to me from N.I.L.E. and there has been some delay.

I was not, and am not, Project Director for Training Programs for N.I.L.E. N.I.L.E. had hoped - and still hopes - to start a program in the South for disadvantaged unionist. Their proposalsis a good one and I would give it every assistance possible. So there is nothing to report on that program as such.

I am sending separately several materials which have been produced by the Southern Regional Council or which we have distributed which you may find of some interest.

We would be most interested in the results of your attempt to assemble such materials. Please keep us informed.

Best personal wishes.

Sincerely,

Emory F. Vsa, Director
Labor Program

EFV/jd

SOCIAL DEVELOPMENT CORPORATION

1126 SIXTEENTH STREET N.W.
WASHINGTON, D. C. 20036 ■ TELEPHONE 202/223-2435

Ralph E. Showalter
Executive Director

December 12, 1966

Mis

Dr. Emory Via, Project Director
Training Programs
National Institute of Labor Education
1755 Massachusetts Avenue
Washington, 36, D.C.

Dear Dr. Via:

We are assembling materials and information on training in community action and low income groups, and we are hoping that you will help us. We understand that you are operating a training center for low-income unionists in community action, and we would like to know more about your experience.

At the moment there is no such collection of training materials, and we would like to set up a library that can be used by other groups to find out what has been done and how.

Specifically we are interested in training and leadership development programs for professionals and subprofessionals in the field of community organization. Course outlines, conference programs, pamphlets, film lists and similar materials from your program would be very useful.

Assuming that much of the training now being carried on is informal and often "on the job" training, we would also be interested to know of articles or evaluations which describe your program and its progress.

We know you must be extremely busy, but we will appreciate whatever information and materials you can send us.

Sincerely,

Marjorie B. Rachlin

Mrs. Marjorie B. Rachlin,
Consultant

fameloustz

February 21, 1967

Representative Robert Kastenmeier
House of Representatives
Washington, D. C.

Dear Congressman Kastenmeier:

I am on leave of absence from the School for Workers of The University of Wisconsin. Atlanta has lost its two "friendly" Representatives. Could you give me an assist?

I would like to know how many of the cases that have gone to E.E.O.C. were found worthy but were not settled, and therefore, went to the Department of Justice for action. If possible, it would be most helpful to know something about how long the cases have been at Justice and the number on which Justice has taken some action.

Margaret and I continue to be appreciative of the kind of representation you give us.

Sincerely,

Emory F. Via, Director
Labor Program

EFV/jd

April 26, 1967

Hon. Robert W. Kastenmeier
House of Representatives
Washington, D. C.

Dear Bob:

Your letters and information regarding my request about cases referred from EEOC to the Department of Justice have been most helpful. I gratefully appreciate your assistance and that of Miss Burns in this matter.

I now have additional information and insights into some of the problems involved in the filing of such suits. Perhaps on a later visit to Washington it will be possible for me to discuss this matter with you or with an appropriate member of your staff. Again, my thanks for your full and timely help.

Best personal wishes.

Sincerely,

Emory F. Via, Director
Labor Program

EFV/jsd

May 5, 1967

Mr. Marc Caplan
Box 4981
Duke Station
Durham, North Carolina 27706

Dear Mr. Caplan:

In response to your request for information on migrant workers I am enclosing a list of selected readings on migrant workers and a report by Fay Bennett, Executive Director of the National Sharecroppers. Also enclosed is an order blank for The Grape Strike which is a small pamphlet about the strike in the Delano area of California. This is an informative and interesting book.

In addition there are three government publications which might be of help to you:

Equal Opportunity in Farm Programs, U. S. Commission on Civil Rights, 1965. U.S. Government Publication-Printing Office, Washington D. C., 0-761-685.

The Migrant Farm Worker in America, printed for Committee on Labor & Public Welfare. U.S. Government Publication, Printing Office, 1961, 0-67570

Farm Labor Developments - April , 1966. U.S. Department of Labor, Washington, D. C. This is published monthly.

I would also suggest that you write to the following people for further information:

The National Sharecroppers Fund
112 East 19th St.
New York, New York

Jim Pierce
I.U.D.
2525 Commonwealth Avenue
Charlotte, N.C.

Father Mauro Barreneches, S. J.
Inter-American Institute of Social Formation
Box 118
OpaLocka, Florida

or

St. Peter's & Paul
900 S. W. 26th Rd.
Miami, Florida

Bill Channel
American Friends Service Committee
121 Summer St.
W. Palm Beach, Florida

Your request has been given to our research department so that they can provide further information.

If there is anythin else that we can do please let us know.

Sincerely,

(Mrs.) Jane S. DeLung

File Atl. Univ. — Manpower Program

MANPOWER RESEARCH INSTITUTIONAL GRANT SUMMARY

TITLE: Proposal to the U. S. Department of Labor for a three-year Institutional Grant under the Manpower Development and Training Act of 1962 as amended.

APPLICANT: Atlanta University Graduate School of Business Administration

Rufus E. Clement, President
Harding B. Young, Dean and Institutional Representative

Telephone - 523-6431

COST: Total Cost: $255,000 for 3 years

U. S. Labor Department Funds Requested: $225,000
Other (Atlanta University) 30,000

PROPOSAL: This proposal concerns the establishment of a Manpower Research and Training Program at Atlanta University, Atlanta, Georgia, for the purpose of implementing national programs designed to equip underemployed, the persistently unemployed and other unemployed with necessary skills to enable them to participate effectively in the labor force; to provide a body of knowledge on how to increase the general employability of unemployed youth; to bring fresh insights into research and literature of the manpower field; to contribute to economic development in the Southeastern region; and to prepare highly qualified master's degree candidates for career positions as Manpower Development Specialists, Manpower Analysts or Manpower Research Specialists and the like in the manpower field.

Utilizing faculty, staff, and students and the intellectual and physical resources of Atlanta University the following specific objectives will be implemented:

1. To develop prerequisite and basic courses essential for long-term manpower research.

2. To stimulate further faculty interest in labor force dynamics, including the population and economic and cultural factors affecting manpower problems and to acquire new faculty members with an active or expressed interest in the field.

3. To acquire the reference materials and limited equipment that are necessary to effective study and research in the manpower field.

4. To recruit, train, and encourage students to acquire a continuing interest in manpower research.

5. To provide supportive services for the U. S. Department of Labor, behavioral scientists, and regional and local organizations in research, dissemination of information, and policy-making.

6. To engage in manpower research relating to many of the unanswered problems, as for example, labor force adjustments to automation and other technical change, the impact on job content and educational and training requirements of the rapidly changing industrial environment; the psychological aspects of employability such as individual differences, attitude formation, motivation, and factors affecting learning, how to motivate Negroes to aspire to positions in the labor market commensurate with their potential, to list but a few.

APPLICANT: Atlanta University is a non-sectarian institution located in Atlanta, Georgia. It is composed of the following schools: The Graduate School of Arts and Sciences, School of Library Service, School of Social Work, School of Education and the School of Business Administration, all offering the Master's degree and the Graduate School of Arts and Sciences recently began to offer the Ph.D. in selected fields. While the University is attended predominantly by Negroes, the faculty as well as the student body is integrated. Following is a summary of enrollment at the University by schools:

	Enrollment 1965 - 1966	Graduated 1964 - 1965
School of Arts and Sciences		
Biology	45	17
Chemistry	20	2
Economics	7	1
English	15	6
French	10	0
History	6	1
Mathematics	23	20
Political Science	9	7
Sociology	22	5
School of Library Service	88	42
School of Education	450	52
School of Social Work	83	33
School of Business Administration	86	21

UNIQUE POSITION OF ATLANTA UNIVERSITY: While many other schools may have the interest in and capability for developing manpower research programs, it is believed that Atlanta University is especially qualified to do so. Among the reasons for this are the following:

1. The University enjoys an impressive history and the confidence of the community, and would be able to obtain the cooperation needed to develop and carry on manpower research of this type.

2. Atlanta University as the only exclusively graduate school attended predominantly by Negroes in the United States is in the most favorable position of any other school of its kind, wherever located, to bring fresh insights into the research and literature of the manpower field. This is especially true due to many years of sensitivity to the sociological, psychological, and economic problems of minority and economically disadvantaged groups participating in and reacting to labor market forces.

3. Atlanta University has a genuine interest in manpower policy and problems. This interest is consistent with a century of educational research service.

4. Atlanta University has the experience to undertake this project. While in recent years several graduate students in the School of Business Administration have written theses and reports in the manpower field, these researches have not had major relevance to the development of manpower policy, to the conceptualization of needs and problems, and to the objective analysis of labor force dynamics. The institutional grant program of the U. S. Department of Labor provides the first major opportunity for Atlanta University to prepare to render service in an area of concern that is of vital importance to the nation.

5. Atlanta University researches have high credibility. The Atlanta University Publication, beginning in 1918, becoming known in 1940 as PHYLON (The Atlanta University Review of Race and Culture) was until about five years ago the major journal in the world devoted exclusively to publishing scientific and scholarly works in the area of race and culture. This experience has great significance for the development of a research and teaching capability in the manpower field.

6. Atlanta University's strength in sociology, psychology and business administration places it in a unique position to be able to develop a strong interdisciplinary approach to manpower problems.

7. The following persons will serve as the steering committee for the project at the University:

Paul I. Clifford, Registrar and Professor of Educational Psychology (BS in Ed, Shippenburg State College; AM, Atlanta University; Ph.D., University of Chicago)

Tilman C. Cothran, Ware Professor of Sociology and Department Chairman (AB, Arkansas A. M. & N. College; MS, Indiana University; Ph.D., University of Chicago)

Harding B. Young, Dean and Professor of Business Administration, School of Business (BS, Arkansas A. M. & N. College; MCS, Boston University; DCS, Harvard University)

WHO WOULD BENEFIT FROM THE ESTABLISHMENT OF A MANPOWER RESEARCH PROGRAM AT ATLANTA UNIVERSITY:

1. The Nation. If we are to meet effectively the economic challenges necessary to maintain the United States in a position of strength and leadership in the world of nations, every citizen must be developed to make his maximum contribution to society. Therefore, the extent to which knowledge of manpower requirements is available, its potential developed and fully utilized, the greater the benefits to the Nation.

2. Educators and guidance workers. These persons need to know what manpower requirements are, what training, education and motivation will best prepare youth for success in the future.

3. Business Community. It will be helpful to business to know about training methods and to have educational institutions join in the preparation of the labor force and provide understanding and knowledge of the industrial and Business Community, especially as these communities relate to the labor market.

4. The labor force. The extent to which labor is made aware of trends in job content, required skills and training to successfully cope with the changing industrial climate, enhances the possibility of a smooth and less painful transition.

5. The Negro Community. Today much attention is focused upon this country's untapped manpower reservoir, and rightfully so. Here reference is made to the 20 million Negro citizens. A long-cherished principle of American democracy is the encouragement of each person to develop himself and to use his talents at their highest productive level. All efforts to make this ideal come true for the American Negro would seem to be for the good.

PROGRAM CONTENT: The program will begin with the selection and development of relevant courses and seminars in the School of Business, the Department of Sociology and the Area of Guidance and Counseling.

The School of Business already has the following courses which have relevance for manpower development: two courses in labor problems and industrial relations, Personnel Management, and Administrative Practices and Human Relations. The Department of Sociology has the following courses that have relevance for manpower research: Social Organization, Advanced Social Psychology, Racial and Cultural Contacts, Field Studies, and Sociological Theory. The Area of Counseling and Guidance has a number of courses relating to manpower research and development as follows: Behavior Problems, Theories of Personality, Theories and Techniques of Counseling, Vocational Development Theory, and Social and Cultural Detriments of Personality, to cite but a few.

The Sociology Department has expressed an interest in the immediate organization of two new courses. They are: Work and Society or the Sociology of Work, and Advanced Statistics. The Department also proposes to enrich its present methods courses by adding a special emphasis on manpower research

methods and techniques. Also the Sociology Department plans to launch a Ph.D. program which will expand its offering and help to give permanence to the manpower program initiated at this time. The Area of Counseling and Guidance which already offers work leading to the Ph.D. degree proposes a course in manpower Problems and Research. It is the current feeling that this course will be interdisciplinary.

The Graduate School of Business Administration during the last four years has exhibited a keen interest in the manpower area. Six students have written or are in the process of writing master's theses in the field. Three students have served summer internships in the Labor Department and three have accepted permanent employment with it. The Dean of the School has twice been appointed by the Secretary of Labor to Industrial Committees to recommend minimum wages in Puerto Rican Industries. The School is presently evaluating its total curriculum and it now appears certain that further courses in industrial relations and regional economic development will be introduced. The current thinking envisages expansion of the business and economics curriculum to prepare graduates for career positions as Manpower Development Specialists, Manpower Analysts, Manpower Research Specialists and the like. A review of many catalogs show a paucity of such training programs. Preparation for the above positions will require considerable study and the assistance of many consultants but it is clear that it must draw very heavily upon principles and concepts in sociology and psychology. Therefore, upon the phasing out of the three-year grant by the U. S. Department of Labor it is expected that this work will continue as a part of the regular program of the School of Business. Also, it is the anticipation that this three year effort will show such promise for success as to command the respect and support of a major foundation.

The Business School is already engaged in a program to upgrade present skills of workers and to meet job needs of those unemployed or underemployed for a variety of reasons. With its work in the Economic Development and Business Service Center, the School is providing technical assistance to community groups in the development of training programs designed to stimulate economic development. The School has already developed some expertise in planning and promoting on-the-job training programs and is now engaged in a one-stop-fix-it research project. The purpose of the project is to determine the feasibility of establishing such shops in cities in redevelopment areas of 10,000 population or above, utilizing Atlanta as a demonstration or pilot. An attempt is being made to determine whether or not unemployed and/or under-employed people who have requisite skills, if given proper management and sales supervision know-how, can develop stable full-time employment, thus making a significant economic and job creating contribution to the growth of the area.

The First Year: Two new faculty members with a manpower interest will be added. They may either teach manpower courses in their area of competence or be given a reduction in teaching load for the purpose of developing one or more of the new courses. In the event such persons cannot be recruited during the first year, a competent faculty member already on the faculty will be given release time to prepare the course of his interest. It is also expected that much of the first year will be used in "crank-up" work — conducting conferences, holding seminars, working with consultants and building up library and audio-visual materials in the manpower field.

Since the recruitment of students is not dependent upon the immediate availability of manpower courses, good students will be sought at the earliest possible time.

The Second Year: During this year continued support for the new courses and faculty members will be given. At this time, there should be students engaging in thesis research in the field. More library materials and equipment will be added.

The Third Year: There will be a continuation of the second year. Also, there is good possibility that some faculty member or members may have developed research proposals. Some broad tentative research areas are suggested below:

- Overall manpower picture in the Southeast; what are the factors causing unemployment in the region, how to generate employment, and training needs.
- Community organization studies.
- Labor force dynamics, including, for example, the population and economic and cultural factors affecting manpower problems.
- Problems relating to labor force adjustments to automation and other technical change.
- Effects of collective bragaining agreements.
- Effects of minimum wages on stability of employment.
- The impact on job content and educational and training requirements of a rapidly changing industrial environment.
- Studies of the profession and/or occupations.
- Relationship of the communication structure to employment of minority workers.
- Labor mobility studies.
- Job satisfaction and morale.

- Images of the BES and employment.

- Cultural, environmental or sociological factors related to employability — factors involved in manpower problems concerning special ethnic groups, group imbalances, patterns of discrimination and rural community life.

- Psychological aspects of employability such as individual differences, attitude formation, motivation, and factors affecting learning.

- Problems of old workers, especially Negroes.

- Minority group members' perception of the occupational structure.

- Techniques for matching labor demands and labor skills.

- Social characteristics of the labor force.

- The work orientation of the hard core unemployed.

- Manpower policy and related programs.

✓ - Employment and race.

✓ - Job development for the economically deprived.

✓ - Apprenticeship and race.

✓ - Labor unions and race.

- Manpower evaluation and demonstration projects.

Future of the Project: The level of interest in manpower problems and research already present in the University; present and proposed curricula development in the several areas, specifically in business administration, sociology and psychology, the latter presently giving instruction leading to the Ph. D. and sociology will soon follow; through contract research and other outside support, the work initiated under this pilot of the U. S. Department of Labor will be assured permanence. In fact, Atlanta University not only expects to maintain offerings and research on the same level, it expects to expand them.

Attachments:

1. University Catalog
2. Brochure - Southeastern Institute On Labor

BEST COPY AVAILABLE

Budget:

Total Cost:	$255,000 FY - 1965-68
Department of Labor Funds Requested	$225,000 (or 75,000 per year)
Other: (Atlanta University)	30,000 (or 10,000 per year)

Basis of Cost Estimates:

A. Salaries		
Two Faculty persons at $12,500	$25,000	
Two Graduate Assistants @ 1,500	3,000	
Secretarial & Clerical	5,000	
	$33,000	
Overhead @ 25% Direct Salaries Only	8,250	
		$41,250
B. Travel and Related Items	2,000	
C. Other		
14 Fellowships @ $2,000	28,000	
Reference Materials	2,000	
Equipment Rental	1,000	
Postage, Communications & Printing and Office Supplies	750	
		33,750
Total		$75,000

Atlanta University Contribution
Per Year

Social Security	$ 2,000
Office Space, Light, Heat, Water, Etc.	1,000
Library Facilities	1,000
Conferences	1,000
Faculty Consulting (estimated)	5,000
	$10,000

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UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIFORNIA 90024

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Atlanta, Georgia 30303

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November 18, 1969

U. S. Department of Housing
and Urban Development
Washington, D. C. 20410

Gentlemen:

Please send us 100 copies of the following HUD publication:

100 HUD NUMBERS
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GPO: 1969 O - 348-760 SP/MP-84
May 1969

Please advise if there is any charge for this bulletin.

Sincerely,

Emory F. Via
Director
Labor Program

EFV/km

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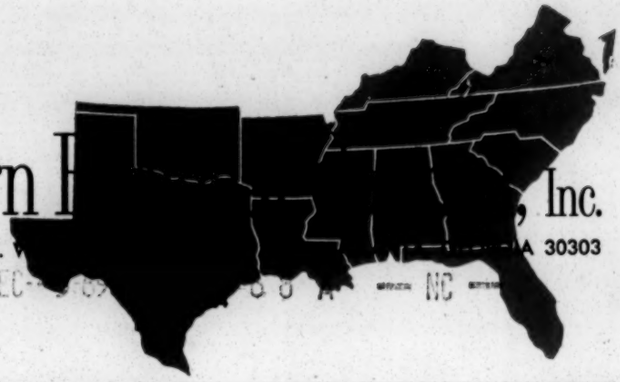

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A Council to attain the ideals and practices of equal opportunity for all peoples in the South

November 25, 1969

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Sincerely,

Katharine Martin
(Mrs.) Katharine Martin
Secretary
Labor Program

km

Enc. - Coupons

December 4, 1969

League of Women Voters of Atlanta -
Fulton County
1401 Peachtree Street, N. E., Room 300
Atlanta, Georgia 30309

Ladies:

Please send one copy of your publication FACTS, Vol. XLII, April 1969, No. 2, Political Directory for City of Atlanta and Fulton County. We will appreciate your sending us a list of the newly elected officials along with this pamphlet.

Enclosed is 50 cents in coin to cover this cost.

Sincerely,

Rec'd 12/8/69

Emory F. Via
Director
Labor Program

EFV/km

Enc. - 50 cents coin

January 27, 1970

Advisory Commission on
Intergovernmental Relations
Washington, D. C. 20575

Gentlemen:

Please send single copies of the following:

Building Codes: A Program for Intergovernmental Reform

Federalism and the Academic Community: A Brief Survey

Urban America and the Federal System.

Unshackling Local Government.

Sincerely,

Emory F. Via
Director
Labor Program

EFV/km

THE UNIVERSITY OF TEXAS AT AUSTIN
COLLEGE OF ARTS AND SCIENCES
AUSTIN, TEXAS 78712

Department of Economics

February 10, 1970

Emory Via
Southern Regional Council Inc.
5 Forsyth Street N.W.
Atlanta, Georgia 30303

Dear Emory:

I have just seen the announcement of your appointment as Director of SRC's new center for resources development. I am of course very pleased that you have taken this position, since I am interested in all the things you'll be dealing with. Please let me know if I can assist you in any way.

Good luck with your new duties. Best personal regards.

Sincerely,

Ray Marshall

Ray Marshall
Professor

RM:rb

February 13, 1970

Alfred P. Sloan Foundation
630 Fifth Avenue
New York, New York 10020

Dear Sirs:

Will you please send me a copy of your survey of Minority Employment in Graduate Business Schools.

Sincerely,

Emory F. Via
Director
Resources Development
Center

EFV/km

February 13, 1970

Alfred P. Sloan Foundation
630 Fifth Avenue
New York, New York 10020

Dear Sirs:

Will you please send me a copy of your survey of Minority Employment in Graduate Business Schools.

Sincerely,

Emory F. Via
Director
Resources Development
Center

EFV/km

February 13, 1970

Mr. Ray Marshall, Department of Economics
College of Arts and Sciences
The University of Texas at Austin
Austin, Texas 78712

Dear Ray:

Thanks for your congratulations. Rest assured that I will be looking to you for ideas and guidance. I have had in mind for sometime some possible joint undertakings which I trust we can discuss before to long.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/km

February 13, 1970

Damian C. Imperatose
7241 Conley Street
Baltimore, Maryland 21224

Dear Mr. Imperatose:

Our organization is equipped to answer the kind of request which you made of us.

I would suggest that you seek the information from the Myrtle Beach Chamber of Commerce or the closest office of the South Carolina Council State Employment Service.

Sincerely,

Emory F. Via
Director
Resources Development Center

EFV/km

February 13, 1970

Random House, Inc.
Westminster, Maryland 21157

Dear Sirs:

On November 18, 1969 I ordered a copy of Labor in American Politics by David Greenstone. Shortly thereafter I received a form notice that you would not supply the book from your office but that it must be at a local bookstore. Sometime later a copy of the book arrived addressed to the Journalism Project of the Southern Regional Council. Although we have no Journalism Project, I was delighted to get the book and authorized payment for it. The other day a friend with the Southern Newspaper Publishers Association Foundation sent us the enclosed billing wondering if it belonged to us.

We received the book, we paid for the book, we are happy. I will leave such other difficulties as may be connected with this transaction to you.

Sincerely,

Emory F. Via
Director
Resources Development Center

EFV/km

February 13, 1970

Damian C. Imperatose
7241 Conley Street
Baltimore, Maryland 21224

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Sincerely,

Emory F. Via
Director
Resources Development Center

EFV/km

7241 Conley Street
Baltimore, Maryland 21224
February 10, 1970

Southern Regional Council
5 Forsyth Street. NW
Atlanta Georgia 30303

Dear Sirs

I am a junior in College (University of Baltimore) majoring in Business Management. This summer I would very much like to work at a southern beach resort preferably Myrtle Beach, South Carolina. Since I am not familiar with Myrtle Beach I would appreciate it very much if you could send me a list of places where I might find employment (Hotels

restaurants, etc.) and if possible the names of their managers.

I look forward to a reply from you at your convenience. Thank you very much for your time.

Damian C. Imperatore
7241 Conley Street
Baltimore, Maryland 21224
ZIP CODE

Southern Regional Council
5 Forsyth Street N.W.
Atlanta Georgia 30303

February 13, 1970

Mr. Ray Marshall, Department of Economics
College of Arts and Sciences
The University of Texas at Austin
Austin, Texas 78712

Dear Ray:

Thanks for your congratulations. Rest assured that I will be looking to you for ideas and guidance. I have had in mind for sometime some possible joint undertakings which I trust we can discuss before too long.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/km

March 3, 1970

Advisory Commission on Intergovernmental Relations
Washington, D. C. 20575

Gentlemen:

Please send a single copy of the following publication:

ACIR Information Report: State and Local Finances, Significant Features, 1967-1970

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/km

ADVISORY COMMISSION ON INTERGOVERNMENTAL RELATIONS

WASHINGTON, D.C. 20575

February 1970

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The Advisory Commission's Eleventh Annual Report now is being printed. It is expected to be available in mid-March. This year's report, which features a ten-year review of major developments in the American Federal System, will be sent automatically to all persons on the ACIR general mailing list as soon as it becomes available. You will not need to request it.

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March 3, 1970

The Virginia Observer
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Gentlemen:

Please renew our subscription to THE VIRGINIA OBSERVER at the rate of $6.00 for one year.

We would appreciate your sending this publication to the following address:

Mr. Emory F. Via, Director
Resources Development Center
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/km
Enc. - Check $6.00

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January 8, 1971

_D_R_A_F_T_

COMMENTS ON THE REVISED EDITION OF BRAZEAL'S BOOK

Some of the comments that follow may be unduly cloudy since they were not transcribed until recently. I realize that your own work on the manuscript has perhaps answered many questions I might raise.

Page 19--Regarding the Porters in charge. It seemed unclear as to whether the grievance was over pay or other issues.

Page 35--On the line of my check mark <u>your</u> should be <u>your're</u>.

Page 146--forward--I had the feeling that the cases before the National Railway Adjustment Board should be dated and perhaps some comments made about how old they were and when they were argued.

Page 169--Your mention of the Hotel and Restaurant Workers Union ~~and~~ as a "former color clause union" raised for me the need to say when. I believe that note 77 ameliorates this some. How does page 183 reference to separate locals fit here.

Page 173--Towards the top: Make it past tense to fit first of paragraph and for historic accuracy. I believe this was a reference to Negro response to radicalism.

Page 226--Don Slaiman was not Director of the AFL-CIO Civil Rights Department in 1955. Similarly Nat Goldfinger was not Director then of the Department of Research. I believe these should read Boris Shishkin and <u>Stanley</u> <u>Ruttenberg</u> respectively.

? Civ. Rts.

Res.

Page 242--Is it correct to refer to the color clause as current for the Railroad Brotherhood?

Page 242-243--Regarding trials of the committee that those using them be members: Does this square with the provisions of the Landrum-Griffin Law (1959)?

Page 323--Doubled-barrelled attack also do you want morale or moral?

Page 332--The order of Railway Conductors is referred to as a current color clause union.

Page 340--Kennedy did not take office in November, 1960; that was the date of his election.

Page 344--Second Paragraph, McNeal, 4th, International vice-president.

Page 397--Line 7 or paragraph 1, Paper and Sulphite Workers Union; I believe that even in 1946 this was known as the Pulp and Sulphite Workers Union.

Page 415--Dabinsky is referred to as treasurer of the ILGWU of 1956. This may technically be correct, but I think that he was president and secretary-treasurer at that time. He certainly held both positions later.

Page 415 --Is it NAACP or NAACP Legal Defense and Education Fund:

Page 418--Line 3--In reference to White House Conference on Civil Rights (November, 1965), it should be White House Conference to Fulfill These Rights. In the discussion of

the 1963 March On Washington, do you wish to make mention of Bayhard Rustin's role?

Page 429--The concluding sentences refer to Railroad Unions as currently color clause operations.

[see attached letter for ref. to Pat Conroy]

Letter of recommendation

LEADERSHIP DEVELOPMENT PROGRAM
805 PEACHTREE BUILDING, ROOM 571
ATLANTA, GEORGIA 30308

SOUTHEAST REGION

Telephone: 404 ~~876-3779~~
~~522-4572~~
659-7451

June 2, 1970

Mr. Emory Via,
Director of Resources Development Center
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Ga. 30303

Dear Mr. Via:

Enclosed is our brochure which more fully explains the goals of the Leadership Development Program, a special project of the Ford Foundation aimed at finding and developing new, potential leadership in small rural communities of the South.

As the brochure implies, we feel that perhaps the greatest learning experience a Fellow may have is that of observing and working closely with a creative person committed to similar goals. As we begin planning programs with our recently selected LDP Fellows for 1970-71, we are looking for persons who are attuned to what is happening in certain areas of interest, and those persons who are concerned that this knowledge and hard-earned experience be extended into the rural areas of the South.

We would appreciate an expression of your feelings concerning the possibility of one of our Fellows spending part of his Fellowship year in an intern capacity while in Atlanta, with you serving as his Mentor. This would have to be a voluntary service, for our funds are concentrated in the granting of Fellowships. We also would welcome additional information concerning your work, any ideas you may have concerning our Program, your suggestions for other possible Mentors (perhaps another staff member), and your sharing with us possible activities and/or programs that, in your opinion, would serve to enhance the total development of LDP Fellows.

If you have any questions, please feel free to call our office.

Looking forward to your response, and thanking you for your time, I am

Sincerely yours,

K. Z. Chavis

K. Z. Chavis
Regional Representative

KZC:rb
Encl as above

April 23, 1971

Mr. K. Z. Chavis
LEADERSHIP DEVELOPMENT PROGRAM
805 Peachtree Building, Room 571
Atlanta, Georgia 30308

Dear Mr. Chavis:

I understand that Pat Conroy has applied for a Leadership Development Fellowship. I do not know if you have copies of the enclosed articles about Mr. Conroy. We have been very much interested in the contribution that he has made to the people of Daufuskie Island. I think his stand and his plight have contributed to a healthy airing of problems in the Beaufort area. Unfortunately, he has suffered serious financial consequences. Though many of us would have hoped that he could have continued to teach in the school there, it now seems unlikely that he will be able to find adequate support of any sort.

There are others on our staff who have had personal contact with Pat Conroy. We very much hope that he will be assisted. If you would like to hear from other members of out staff, we would be pleased to do so.

Sincerely yours,

Emory F. Via, Director
Resources Development Center

EFV/gms
Encl.--2

November 20, 1970

Mr. Pat Conroy
403 Hancock Street
Beaufort, South Carolina 29902

Dear Pat:

Enclosed is our check for $250.00 representing the second of four payment of your research for us.

The following will attempt to put into writing our verbal agreement while you were here last week:

> We wish you to give us a report on the results of your teaching on Daufuskie Island, the methods used in that teaching and the results with the children.
>
> Also, we wish from you a report on the people of the island, their education, economy, living conditions, opinions, organization or lack thereof, and any other pertinent material you feel should be included.

We do not expect a "formal" or statistical in-depth report in the usual research sense. Our purpose is to have some profile of a people in isolation.

Again, we are delighted you have agreed to do this for us.

Sincerely,

Paul Anthony
Executive Director

PA/gms

File CP Church in City (New Orleans)

ARCHDIOCESE OF NEW ORLEANS

7887 WALMSLEY AVENUE

NEW ORLEANS, LOUISIANA 70125

HUMAN RELATIONS COMMISSION
TEL. (504) 861-9521

June 29, 1971

Mr. Emory Via
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Emory:

I was sorry that you were out of town when I was at Southern Regional Council a couple of weeks ago.

I've been doing a lot of work with Project Equality in my current position.

I thought you might be interested in the convention which we are having in August, described in the enclosed brochure. If you have any particular interest in attending it I wish you would let me know and we can work something in. Would you suggest how you might fit into the program most advantageously?

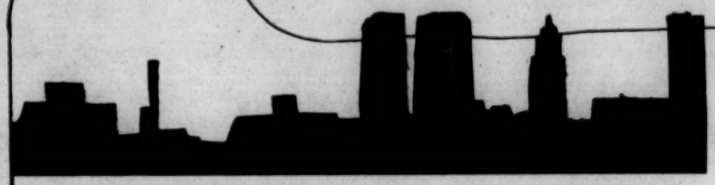
Sincerely yours,

Jack

John P. Sisson
Executive Director

Fed

THE NATIONAL CATHOLIC CONFERENCE FOR INTERRACIAL JUSTICE



1971 CONVENTION THEME:

The Church in the city of tomorrow

August 18 - 22 New Orleans, Louisiana

July 20, 1971

Mr. Emory F. Via
Director of the
Resources for Development Center
Southern Regional Council
5 Forsythe Street, N.W.
Atlanta, Georgia 30303

JUL 32 1971

Dear Mr. Via:

Jack Sisson has sent me a copy of your July 9th letter indicating that you and Mr. Jack Wood would be interested in participation in the program. We welcome Mr. Wood to the communications workhop, and we are most delighted to have your participation in the Economic Development Workshop. Two copies of the tentative convention schedule and a list of confirmed resource persons for the entire convention and a few additional brochures are enclosed. The schedule is accompanied by an explantion of the dynamics which we expect will be followed in the workshops.

On behalf of the entire convention planning crew, I wish to thank you again for your interest and generosity in deciding to participate. All of us will be the better for it, I am sure. With every good wish, I am

Very sincerely yours,

George F. Lundy, SJ

George F. Lundy, S.J.
General Convention Coordinator

cc: Mr. Aubrey Woods

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convention information and communications:
nccij convention office
institute of human relations
loyola university
new orleans, la. 70118
(504) 866-5471 ext. 249
general convention coordinator: george lundy, s.j.

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NCCIJ CONVENTION

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Bishop Durick, Bishop of Nashville

Bishop Vath, Bishop of Birmingham

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Mr. Ted Heenan, Sociologist - Tulane U.

Msgr. Alexander Sigur, Rector - Notre Dame Seminary

Fr. Bernard Bodewes, Cairo Ill.

Rev. Ignatius Rappolo, New Orleans

Mr. Joseph O'Donoghue, Executive Director, Nat'l Assn. of Laymen, New York
to
Rev. Frank Bonnike, Nat'l Fedn. of Priests Councils, Chicago, Ill.

EDUCATION WORKSHOP

Mr. Warner Saunders, Exec. Dir. Better Boys Fdn, Chicago, Ill.

Mr. Norman Lambert, League of the Little Flower, Baltimore, Md.

Mr. Leo Jordan, Nat'l Assn. of Laymen, Attorney

Mr. Robert LeJeune
Director, Christian Life Center

Mr. George Parker, Director, Continuing Ed., Southern Univ. New Orleans

Sr. de Salle Oliver, Sisters of the Holy Family

Rev. Joseph Cooney, O.P., U.S. Commission on Civil Service, Wash. D.C.

Sr. Reginald, St. Mary's Academy

Mrs. Grace Parker, Consultant in Social Studies, O.P.S.B.

Mr. Melodysse Dyson, Dean of Students, Southern University, New Orleans

Mr. Julian Parker, Graduate Counselling Xavier University, New Orleans

Dr. Daniel Thompson, Dept. of Sociology, Dillard University

Mr. Jack Kirkland, Black Studies Program, Washington University, St. Louis, Mo.

Sr. Ursula Caspary, Urban Semester Prog., University of Southern California

Mr. Ray Valle, Urban Semster Program, University of Southern California

SPEAKER LIST (Cont.)

EDUCATION WORKSHOP (cont.)

Mr. William C. Harris, Special Ass't for Innercity Youth, HEW

Mrs. Lena Brown, Test Dev., Div. of Social Studies, ETS.

Mr. Garrison Hedricks, Ass't Program Dir., College Board Program, ETS

Mr. John Rice

Mr. Edward Walsh, Community School Sys. Milwaukee, Wisconsin

Mr. George D. Scott, Bureau of Indian Affairs, Dept. of Interior

HEALTH WORKSHOP

Dr. Claude Organ, Cath. Hospital Assn. Black Lay Caucus

Mr. Paul Earle, Special Ass't to Exec. President, American Hospital Assn.

Mr. Kevin Sexton, HEW, Wash. D.C.

COMMUNICATIONS WORKSHOP

Archbishop Philip Hannan, New Orleans

Mr. Eugene Schneider, Off. of Communications, United Church of Christ, NY.

Mr. Doug O'Connor, Off. of Com, NY.

Mr. Robert B. Rusey, Ed. Dept. of Comm. USCC

Mr. William Kuhn, Ass't Professor of Comm, Loyola University

HISPANIC MAERICAN AFFAIRS WORKSHOP

Mr. Ramirez, San Diego

Mr. Enrique Salenas, State Welfare Dept. San Antonio, Texas

Rev. Jose Lopez, Dir. Field Services, PADRES, San Antonio, Tex.

Mr/ Paul Sedillo, Nat'l Dir., Div. of USCC, Wash. D.C.

Mr. Edward Idar, Jr., Ass't Counsel, MALDEF, San Antonio Texas

Mr. Abelardo Delgado, Exec. Dir, Colo. Migrant Council, Denver

Mr. Leonel J. Castillo, Exec. Dir., Cath. Council on Community Relations

Mr. Mauel Lopez, Dir., Dept. of Church & Society, Brownsville, Tex.

Mr. Juan Flores, United Auto Workers San Antonio, Tex.

Mr. Gregg Barrios, Crystal City, Texas

Dr. Meryl Ruoss, Dir. Urban Semester, University of Southern California

Mr. Pete Vigil, Communications Office, San Diego Diocese

Mr. Nick Reyes

Rev. Lester Kensolving, Religious News Writer

Mr. Houston Newsman

SPEAKER LIST (cont.)

ECONOMIC DEVELOPMENT WORKSHOP

Mr. William Yaeger, LBJ School of Public Affairs, U. of Tex.

Mr. Derek Hansen, Dir. MESBIC, U.S. Dept. of Commerce

Rev. Thomas Millea, Project AMOS, Chicago

Mr. Henry Braden, Dir. LEAP - Nat'l Urban Laegue of New Orleans

Mr. B.J. Foucher, Jr., Urban Affairs Dir. San Diego, Chamber of Commerce

Mr. David Swanson, Dir. Econ. Dev. Coun. Chamber of Commerce, New Orleans

Mr. Esau Jackson, Bureau of Business Research, U. of Michigan, Detroit

Mr. Richard America, School of Business Administration, Berkeley

Mr. Clarence Barney, Exec. Dir, Urban League of N.O.

Mr. Clarence Laws, Dep'ty Reg. Dir, Off of Civil Rights, HEW

Rev. A.J. McKnight, Southern Cooperative Development Fund

Mr. Arthur Fletcher, Ass't Sect'y Labor

Rev. Charles Burns, Campaign for Human Development

Mr. Robert Hoppe, Project Equality

HOUSING WORKSHOP

Ms. Marcy Hubbard, Nat'l Tenants Org. Washington, D.C.

Mr. J.L. Hecht, Dupont Open Housing, N.Y.

Miss R-th Wells, Contract Buyers League

Mr. Anthony R. Henry, Dir. Nat'l Tennats Org. , Inc. Washington, D.C.

Mr. Stuart Wallace, Fair Housing, Inc., Shakerheights, Ohio

Mr. Augustus Baxter, Architects Workshop, Philadelphia

Rev. Robert Begin, Brother's Construction Co., Detroit

Mr. Moses Burt & Ass't, Nat'l Non-Profit Housing Center

Mrs. Catherine Nix, Nat'l N.P.H.C.

Mr. Jesse Gray, Harlem Tenants Union

Mr. Robert Hubbard, Dept. Housing & Community Dev., Asst. Commissioner

Mr. Ronnie Moore, Exec. Dir., Legal Defense Fund for Racial Equality

SPEAKER LIST (cont.)

PEACE

Sr. Margaret Ellen Traxler
Executive Director NCCIJ

Dr. Joan Campbell, Jackson State College

Mr. James Forest, Fellowship of Reconciliation, New York

Mr. Thomas Cornell, Catholic Peace Fellowship, New York

LEGAL JUSTICE FOR THE POOR

Rev. Austin Morris, S.J. , Aid in Crim. Defense, San Francisco

Mr. John Hill, Alliance to End Repression Chicago

Mr. Barry Portman, For. Acting Dir.of N.O. Legal Ass. Corp.

Mr. Jesse Ramirez, MALDEF

The Alliance to End Repression:

Miss Betty Plank

Rev. Robert Mueller

Mrs. Mary Powers

Rev. Patrick O'Malley

Miss Jan Geiger

Mr. Joseph Meyer, Dir. NOLAC

A number of N.O. lawyers

THE POLITICS OF RACE WORKSHOP

Mr. Arthur Fletcher, Ass't Sect'y of Labor, Keynote Speech

Mr. Thomas Gibbons, Dept. of Labor, Keynote Speech

Senator Robert Dole, Chairman Rep. Nat'l Committee

TENTATIVE CONVENTION SCHEDULE

Wednesday - August 18

9:00-5:00 PM	Registration - Marquette Hall Lobby. (Late Registration from 5:30-11:00 PM at Institute of Human Relations)
1:00-2:30 PM	Meeting of Planning Commitees and Resource People.
Dinner	Delegates are free to dine on the town.
6:30-7:00 PM	Meeting of Rapporteurs.
7:00-8:45 PM	Plenary Session for all delegates. Greetings by Archbishop Hannan and Mayor of New Orleans. Keynote speech by Arthur Fletcher. Announcements.
8:45-9:45 PM	Task Force Meetings (Same rooms as Thursday; purpose is organizational.)
9:45-11:00 PM	Reception

Thursday - August 19

Throughout the day	there is late registration, sale of passes to individual meetings, sale of meal tickets to local delegates and an information desk.
Breakfast	Available from 7:00-9:00 AM.
8:45-10:30 AM	Workshop Plenary Sessions (Speaker and panel intended to present an overview of the entire problem area.)
10:30-12:00 Noon	Task Force Meetings (Subtopic one)
Lunch	Available from 11:30-1:30 PM. Tables to be set up in banquet style. Bishop Flores is speaker.
1:15-3:00 PM	Task Forces (Subtopic two)
3:00-3:30 PM	Break (Coffee available in building of meeting)
3:30-5:30 PM	Task Forces (Subtopic three)
5:45-6:30 PM	Concelebrated Mass - Holy Name Church
Dinner	Available from 5:00-7:15 PM.
7:30-9:30 PM	Free Task Force Meetings (Delegates will be encouraged to attend Task Force other than the one they have been with during the day. TF meetings that night to have someone present an overview of the problem on which they are working.)
	Special Panel Discussion by La. Gubernatorial Candidates in Politics of Race Workshop.
9:30-11:30 PM	Interest Group Meetings
	Reception
	Possible V.I.P. Reception for Gubernatorial Candidates.

CONVENTION SCHEDULE - TWO

Friday - August 20

Breakfast	Same as Thursday
9:00-11:30 AM	Plenary Session, "The Politics of Race". Speakers will be Senator Robert Dole, Republican National Committee Chairman (confirmed); representative of the Democratic National Committee and of the Black Caucus of the U.S. House of Representatives (tentative).
11:45-12:30 PM	Concelebrated Mass - Holy Name Church
Lunch	Same as Thursday.
1:15-4:00 PM	Final Task Force Meetings (Resolutions to be considered). (Coffee trucks will visit the individual meetings - breaks suggested at that time).
4:00-6:00 PM	Culture Fair Events (Exhibit, Oratory, Movies, et al)
4:00-8:00 PM	Delegates Free A. Tours of City available - special emphasis to be given to stops emphasizing the cultural history of minority groups in the South. B. Interest Group Meetings C. Dinner - Same as Thursday
8:00-11:00 PM	Culture Fair - Drama and Music. (Holders of tickets for Friday night performance plus members of the New Orleans community) Meeting of NCCIJ Resolutions Committee.

Saturday - August 21

Breakfast	Same as Thursday and Friday
9:00-Noon	Plenary Session for all delegates to consider resolutions adopted by individual Task Forces.
Lunch	Available from 12:00-1:30 PM.
1:30-3:00 PM	Plenary Session continues.
3:00-4:30 PM	Culture Fair events.
4:45-6:00 PM	Concelebrated Mass - Archbishop Hannan, chief celebrant; Bishop Perry, homily.
6:30-8:00 PM	Banquet - Bishop Dempsey, guest of honor and speaker.
8:30-11:15 PM	Culture Fair - Drama and Music (Holders of tickets for Saturday night performance plus members of the New Orleans community.)

Sunday - August 22

9:00-10:30 AM	Brunch, Bishop Durek is speaker
10:30-12:00 Noon	Vacation of premises
11:00 AM	NCCIJ Board Meeting (including staff) Board members and staff have until 3:00 PM to vacate premis

NB: Leading political figures have been invited to speak. If any of their replies is affirmative we will make time for an additional plenary session. The session will probably be on Friday afternoon or Saturday from 9:00 AM to 4:30 PM.

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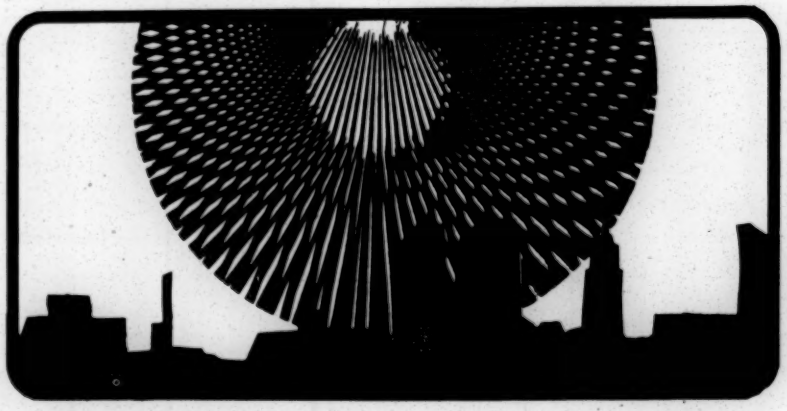
1971 CONVENTION: THE CHURCH IN THE CITY of TOMORROW

AUGUST 18-22



National Catholic Conference for Interracial Justice

loyola UNIVERSITY NEW ORLEANS

WORKSHOPS

I. Decision in the Church

This Workshop will focus on the future of Parish Life, especially in the light of the decline of traditional Catholic Schools.

Task Forces:

Planning and Decision-making processes
Church-community relations
Role of Priests and Bishops
Financial Structures

Resource Persons:

Most Rev. Michael R. Dempsey, D.D.
Auxiliary Bishop of Chicago
Most Rev. Joseph A. Durick, D.D.
Bishop of Nashville
Most Rev. Joseph G. Vath, D.D.
Bishop of Birmingham
Mr. Edward Heenan, S.J., Ph.D.
Department of Sociology, Tulane University
Rev. Richard Trutter, O.P.
Pastor, St. Hyacinth's Church
Amarillo, Texas
Rt. Rev. Msgr. Alexander O. Sigur, J.C.D.
Rector, Notre Dame Seminary

II. Education:

This workshop will consider the role of the Church in education from historical, legal, social, and moral perspectives.

Task Forces:

Aid to nonpublic schools:pros & cons
Quality Education for low-income students
Alternative forms of Religious Education
Higher Education and Minority Students

Resource Person:

Sister deSalles Oliver, S.S.F.
(Others have been invited, but not confirmed as we go to press)

III. Health

This workshop will provide an overview of the health problems of the poor, and will then consider each of the eight health bills now or soon to be introduced in Congress. Representatives of each sponsor will be on hand. A consumer reactor panel will respond to the proposals.

Resource Person;

Dr. Claude Organ, M.D.
Black Lay Caucus
President, Midwest Association of Catholic Hospitals and Medical Schools

IV. The Church and the Hispanic American

Task Forces:

The urbanization of Spanish Speaking people in the U.S.
The Reception into the urban church
Special Educational Problems of Spanish-speaking Children
Cuban Airlift: Problems and Proposals

Resource Persons:

Mr. Alberto Fowler
Director of International Relations
City of New Orleans
Dr. Meryl Ruoss,
Director, USC Urban Semester
Center for Urban Affairs,
U. of So. California

V. Economic Development

Task Forces:

U.S. Government and minority economic development
The Church and the needs of domestic and agricultural workers.
Discrimination in organized labor
Project Equality: expansion and improvement
The Campaign for Human Development

Resource Persons:

Rev. A. J. McKnight, C.S.Sp.
President, Black Alliance for Progress
Founder, Southern Consumers Cooperative
Mr. Thomas Gibbons, Jr.
Department of Labor
(Several more outstanding resource persons are not confirmed at this time.)

VI. Communications

Task Forces:

The Impact of the Mass Media
Protection of Citizens' Rights in Broadcasting
Alternative Media: Cable TV, film, as educational and political instruments.

Resource Persons:

Dr. Everett Parker
Office of Communications
United Church of Christ
Mr. Eugene Schneider
Office of Communications
United Church of Christ
Mr. William Kuhns
Assistant Professor of Communications
Loyola University, New Orleans
Author of *The Electronic Gospel* and other books.

VII. Housing

This workshop will probably be one of the best housing meetings in the history of New Orleans. It will be comprehensive and informative. Task Forces: Taxation, Neighborhood Stablization, Code Enforcement, Public Housing, Housing Finance, Housing Construction, Housing Problems and Strategies of Minorities

Resource Persons:

Mr. Anthony Gagliano
Associate Director, Institute of Human Relations
Member, Mayor's Housing Committee
Mr. Thomas Perkins
Administrator, Christopher Homes, Inc.
Mr. Zachary Weiss
Assistant Director
Metro-Link Community Design Center
Mr. Henry Lambert
Director of Safety and Permits
City of New Orleans
Rev. William Norville, S.J.
Assistant Director
Desire Community Housing Corporation
(Many other leading authorities in the field of housing have been invited, but are unconfirmed at this time).

VIII. Peace

This workshop will concentrate on the practical measures which can be taken by Christian communities to bring war to an end now. It will be a collaborative effort of the following organizations:

Set the Date, Washington, D.C.
American Friends Service Committee, Philadelphia, Pa.
Fellowship of Reconciliation
National Coalition of American Nuns, Chicago

Organizers:

Sister Margaret Ellen Traxler
Acting Director, NCCIJ
Dr. Joan Campbell, Jackson State College

IX. Legal Justice for the Poor.

This workshop will deal with practical legal problems faced by the poor, especially the non-white poor, all over the United States:

Bail
Jury Reform
Surveillance
Police-Community Relations

Resource Persons:

Form the Alliance to End Repression, Chicago:
Rev. John Hill, Exec. Director; Miss Jan Geiger, Secretary, Cook County Special Bail Project; Rev. Robert Meuller, Executive Director, West Side Christian Church; Miss Mary Powers, Chairman, North Shore Support Groups, Contract Buyers League; Rev. Patrick O'Malley, Task Force on Police-Community Problems; Mr. Barry Portman, former Acting Director, New Orleans Legal Assistance Corporation.

Organizer of New Orleans participation:

Mr. Clement Kinnington,
School of Law, Loyola University

X. The Politics of Race

This workshop will feature representatives of each of the two major political parties in the U.S., as they and we look toward the 1972 elections, on what can be expected from their parties if they are elected.

Organizer:

Mr. Thomas Gibbons, Jr.
U.S. Department of Labor

REGISTRATION

Because of time and space limitations, workshops will be conducted simultaneously. We are attempting to stagger main events for maximum exposure. Please indicate, in order of preference, the three workshops you are most interested in: _____

_____

EXPENSES

REGISTRATION

( ) **Adult fee** 35.00
( ) **Student rate** 15.00
Name of school: _____
( ) **Dependent rate: 15.00 (per dependent of adult attending convention)** **No.** _____ **Amount** _____
( ) **Group rate: Organizations may pay this amount for up to 7 registrants** 150.00

ROOM & BOARD (Campus Housing)

( ) **per person (single room)** 45.00 **No.** _____ **Amount** _____
( ) **per person (double room)** 40.00 **No.** _____ **Amount** _____
(all rooms air-condidtioned) (price includes 3 daily meals)

DEPOSIT

( ) **(per person, non-refundable)** 15.00 **No.** _____ **Amount** _____

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( ) **check** ( ) **money order** *Please do not send cash!*
Thank You! **Total enclosed** _____

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MAJOR SPEAKERS:

The Most Rev. Michael R. Dempsey, D.D., Auxiliary Bishop of Chicago; The Most Rev. Joseph A. Durick, D.D., Bishop of Birmingham; The Most Rev. P. F. Flores, D.D., Auxiliary Bishop of San Antonio.

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MR. NAT HENDRICKS
Black Lay Caucus

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MISS KATHY MACALUSO
Student Government Representative
St. Mary's Dominican College

REV. JEROME OWENS
National Association for the
Advancement of Colored People

MR. DONALD PARKER
Black Student Union
Loyola University

MR. ELLIOT WILLARD
Principal, St. Augustine
High School

MR. WILLIE ZANDERS
Director,
Upward Bound, Loyola University

WORKSHOP III. Health
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St. Vincent de Paul Hospital

MISS JERRIANNE HEIMENDINGER
Louisiana Regional Medical Program

MRS. ROXIE WRIGHT
Louisiana Family Planning

WORKSHOP IV. The Church & Hispanic Americans
CHAIRMAN
MR. ALBERTO FOWLER
Director of International Relations
City of New Orleans

MRS. ELISE CERNIGLIA
Catholic Cuban Center

MRS. DE LA CRUZ
St. Vincent de Paul
Community Center

SR. EMMANUEL
The Center

MR. OSCAR MEDRONO
City Health Department

MRS. SALAZAR
Instructor,
Xavier Prep High School

DR. RITA PERNIA
Dillard University

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Taking Care of Business, Inc.

MR. SHERMAN COPELIN
Assistant Director
Model Cities

MR. ERIC JOHNSON
London Associates

DR. LAWSON
Department of Economics
Southern University of New Orleans

MR. LAWRENCE VELASQUEZ
Loan Officer
Interracial Council
of Business Opportunity

MR. THOMAS VELASQUEZ
Taking Care of Business, Inc.

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Human Relations Commission
Archdiocese of New Orleans

MR. BILL KUHNS
Assistant Professor
Department of Communications
Loyola University

MR. ROBERT COLE
Director of Public Relations
St. Vincent de Paul Hospital

MR. RICHARD HALEY
Director of Research
Model Cities

MR. WADE HANKS
Cinema Committee
Tulane University

WORKSHOP VII. Housing
CHAIRMAN
MR. ANTHONY GAGLIANO
Mayor's Housing Committee
Assistant Director
Institute of Human Relations,
Loyola

MRS. SHIRLEY WILSON
Secretary, N.O.L.A.C.

MRS. SHIRLEY LAMPTON
President
New Orleans Tenants Union

MR. ZACHARY WEISS
Assistant Director
Metro-Link
Community Design Agency

REV. WILLIAM NORVILLE, S.J.
Administrative Assistant
Desire Community Housing Assn.

SR. MARY JORDAN
Neighborhood Stabilization
Community Worker

MR. HENRY LAMBERT
Director of Safety & Permits
City of New Orleans

MR. THOMAS PERKINS
Executive Director
Christopher Homes, Inc.

WORKSHOP VIII. Peace
SR. MARGARET ELLEN TRAXLER
Acting Director
NCCIJ

WORKSHOP IX. Legal Justice for the Poor
ACTING CHAIRMAN
MR. CLEMENT KINNINGTON
Law Student
Loyola University
School of Law

(Nucleus workshop planning done by The Alliance to End Repression, Miss Betty Plank, Chicago, Illinois. A local planning committee composed of civil rights attorneys and activists is underway.)

WORKSHOP X. The Politics of Race
MR. THOMAS GIBBONS, JR.
U.S. Department of Labor

John P Disson

ARCHDIOCESAN CHANCERY
7887 WALMSLEY AVE.
NEW ORLEANS, LA. 70125
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THE

National Catholic Conference for Interracial Justice

Announces its 1971

National Convention

'THE CHURCH IN THE CITY OF TOMORROW'

August 18-22

at

Loyola University

New Orleans, La.

"THE CHURCH

IN THE CITY OF TOMORROW"

THE 1971 NATIONAL CONVENTION OF THE NATIONAL CATHOLIC CONFERENCE FOR INTERRACIAL JUSTICE WILL BE A SIGNIFICANT AND SOUL-SEARCHING EXPERIENCE.

THE CONVENTION WILL CHART NEW DIRECTIONS FOR THE CATHOLIC CHURCH IN ITS SEARCH OF WAYS OF RELATING SERIOUSLY TO URBAN COMMUNITIES WHICH ARE INCREASINGLY — LOW-INCOME, MINORITY, AND NON-CATHOLIC.

TOP NATIONAL AND SOUTHERN SPEAKERS AND RESOURCE PEOPLE WILL SET THE TONE OF SERIOUS CONSIDERATION OF THE KEY ISSUES.

THERE ARE MORE THAN 60 PEOPLE FROM ALL FAITHS AND WALKS OF LIFE WORKING ON EIGHT PLANNING COMMITTEES TO ASSURE THAT THIS CONVENTION WILL BE ONE OF THE MOST IMPORTANT CHURCH CONVENTIONS OF 1971. RESERVE THE DATES AUGUST 18-22 ON YOUR CALENDAR NOW!

For more information, please contact

Mr. George Lundy, S.J.
NCCIJ Convention Coordinator
Institute of Human Relations
Loyola University
New Orleans, La. 70118
(504) 866-5471 — Ext. 249

More detailed information will be sent to you in late May or early June. Join in the planning effort. Give us your suggestions and ideas. Donations also appreciated.

WORKSHOPS

I. Decision in the Church:

* Who speaks for the Catholic Community?
* Planning and decision-making processes: Needed new policies
* The Institutional Church and its relationship with neighborhood community organizations.
* New roles for priests and bishops.
* The financial power structure.

II. Education

* Pros and cons on the aid question.
* Higher Education and minority students.
* Alternative forms of religious education.
* Continuing education for adults.

III. Health

A Unique workshop in which the consumers outline needs and priorities to the providers of health care.

IV. The Church and the Hispanic-American

* National Priorities and needs.
* New systems to meet the needs.

V. Economic Development

* How the Church can become an effective force in the development of minority-owned and operated enterprises.
* The Church and the needs of domestic and agricultural workers.
* What the Church can do about discrimination in organized labor.
* The expansion and improvement of Project Equality.
* The Campaign for Human Development

VI. Communications

* The impact of the mass media
* Protecting of Citizens' Rights in Broadcasting.
* Alternative media: Cable TV, Video, film, and the political implications of their effective use.

VII. Housing

* The problem areas
* Successful programs:
  What they are doing and how.

In addition, the convention will feature a unique Culture Fair entitled: Youth Looks at the City of Tomorrow.

More than 300 young people from throughout the region will express their ideas by presenting art, architectural models, Essays, speeches, graphics, film, and special projects.

Already well under way, the Cultural Fair promises to be a spectacular contribution to the Convention, in a city of rich and varied cultural heritage.

December 2, 1971

Mr. A. B. Cochran
207-C Hudson St.
Raleigh, North Carolina 27608

Dear Mr. Cochran:

Our offices will be open during the period of December 27-30. Although I will be out of town, if you will contact either Mrs. Doris Reed or Mr. Bob Anderson, they will seethhat you have access to the clip files which you need.

I would also suggest that you talk with Mr. Leon H all and Mr. Clarence Wright, who have worked with our School Desegregation Project.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

THE UNIVERSITY OF NORTH CAROLINA
AT
CHAPEL HILL
27514

DEPARTMENT OF POLITICAL SCIENCE

207-C Hudson ST.
Raleigh, N.C. 27608
Dec. 1, 1971

Mr. Emory F. Via
Southern Regional Council
52 Failie St., N.W.
Atlanta, Ga. 30303

DEC 2 1971

Dear Mr. Via:

I wrote in Oct. requesting materials sent by SRC to school principals concerning disorders. I appreciate your sending me this packet of literature and your offer to send me additional material. I have visited the SRC in Aug. and talked briefly with Mr. Robert Anderson and was given quite a few things then which have been very helpful.

Your offer to let me go through your newspaper file would be useful to me. I am trying to make a listing of all school-related disorders in N.C. Mr. Anderson was able to give me a copy of a list compiled for 1970-71, but I would like to make a list of occurrences for 1969-70 and 1968-69 as well.

Since I am from Athens, Ga., I would hope to combine a trip home with some work. Will the SRC offices be open Tues., Dec. 27 through Fri., Dec. 31? If not, would you please send me a schedule of when the SRC will be open during the holiday season?

I would be interested in talking with you about your project with the principals and about school desegregation in general if it is convenient with you, but I realize that this may be a bad time of the year.

I too have changed my address since I last wrote. Thank you.

Sincerely yours,

A B Cochran

A. B. Cochran

F.C.

Mrs. Lawrence Coe
262 STONEWALL PLACE
MEMPHIS, TENNESSEE 38112
(901) 275-5018

Gwen — Please get number phone for me

Dec. 3, 1971

Dear Emory,

Thank you for answering my call. By a series of happenstances — after the meeting on National Education Finance broke up — I landed at the airport and got on a plane that was 1½ hrs. late leaving. But that put me home early so I didn't have a chance to call you.

My question was whether SRC had some one whom they could send to Memphis late in January to discuss "Unitary Schools" — with a discussion of Swann & other court opinions. A group of citizens is planning a workshop on the

problems of public education - one day a week for five weeks - beginning mid January. His broader, of course, than just integration. These are volunteers who have been doing a tremendous job in the schools - Fund for Needy School Children, Memphis Interfaith Assn, etc. - probably P.T.A. or A.A.U.W. Collectively, they have little money to bring in speakers. All this stage all I want to ask is this at all possible. If so - I'll send you more details.

I was distressed today to learn that Paul was really very ill. Us far away ordinary Board members didn't know. Will you send me his home address? Should I write him? Would like your advice.

Sincerely,

(Mrs. Lawrence) Frances Lee

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PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

December 15, 1971

Miss Sharon Coleman
809 Garden City Street
Monroeville, Pennsylvania 15146

Dear Miss Coleman:

Thank you for your letter giving us your reactions to the card enclosed in Still Hungry in America which makes it possible for those who want to contribute to the Hunger Fund to do so.

You raise questions about "the system" and about U.S. expenditures overseas. Although we think there are many, many good features about our system of government, we would agree that the government and economic systems still work in ways not to do enough to assist many Americans, especially those at the lower end of the economic scale. And at times certain aspects of these systems have the effect of keeping poorer citizens from getting out of poverty. Regarding U.S. expenditures abroad, we would probably not raise as many questions about whether we send aid to other countries as we would about how it is spent and whether it helps those who most need help.

We see our job, in part, as trying to help the public understand problems that our society faces. We are especially concerned about problems of poverty, hunger, racial relations, and civil rights. It is our hope that the book Still Hungry in America helps U.S. citizens know more about hunger, that it really does exist, and that our whole society should work on that problem.

You will notice from the enclosed letter which we send to contributors to the Hunger Fund that we are careful to say that such contributions cannot cure the problem--they can help. But the real solutions are to be focused in better programs for economic opportunity, family care, the distribution of income, and the distribution of food itself.

We hope you will continue to be interested in such problems and are pleased that you read the book and gave us your reactions.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

April 6, 1972

Mr. Clay Cochran
Executive Director
Rural Housing Alliance
1346 Connecticut Avenue, N.W.
Washington, D. C. 20036

Dear Clay Cochran:

George Esser asked me to write you indicating that he has talked both with me and Paul Anthony regarding the Alliance's interest in submitting a proposal to O.E.O. for the evaluation of housing policies and programs in Southern rural areas. We want you to know that we would be ready to cooperate with you in any practicable way in the furtherance of such a study. Also, Art Campbell of our Housing and Planning Division could serve on your advisory board if you receive the contract.

We, of course, would be prepared to cooperate with other qualified groups if they are the receipients of the contract. You should know that LIHDC (Durham, N.C.) also has asked if we would cooperate with them and we have answered affirmatively.

Sincerely,

Emory F. Via
Director
Resources Development Center

EFV/rh

LEADERSHIP DEVELOPMENT PROGRAM

F.Z. – K.Z. Chaves

A program of fellowships to develop new leadership in non-urban areas

THE LEADERSHIP DEVELOPMENT PROGRAM, sponsored by the Ford Foundation, was begun on an experimental basis in 1966. The Program identifies and helps develop individuals — classroom teachers and others in school related positions — from primarily poor non-urban regions of the United States and parts of Canada. It granted 62 Fellowships through June 1968; most Fellows returned to the same or new positions in the small towns and rural areas where they came from. Sixty-four new Fellowships have been awarded for 1968-69.

Regions Served

Three target regions were selected initially. One includes non-urban Northern New England and New Brunswick; another covers small communities in Alabama, Georgia, Mississippi, and South Carolina; a third covers the rural Southwest. A Region-at-Large serves similar sections outside the target regions.

Program Aims

The Program expects to help develop *new* leadership — for those who demonstrate promise of changing education and community affairs in the next quarter century, but who are not now of recognized leadership stature or experience or already in positions of recognized authority. Fellowships should enhance leadership *potential* so that Fellows may improve the human condition in the rural areas and small towns where they work. Leadership Fellows are expected to go beyond academic knowledge and technical skills in their special fields, to broaden their personal and professional outlook through exposure to different people and programs in many settings.

How to Qualify

Fellowships will not be offered to people who currently occupy recognized leadership positions. Rather *emerging* leaders are sought, especially when formally or informally they have demonstrated active commitment to local education or community interests. While there is no age ceiling, priority is given to people under 35 and without advanced degrees. In addition, special attention is given where opportunities for fellowships, leaves of absence, and professional growth are limited. An applicant may be concerned with elementary and secondary education; he may be a community worker with ways to rally local leaders to community and school improvement; or he may have ways to help non-educators work effectively in education. While personal growth is the Program's primary concern, the community and region should also benefit eventually. Therefore, Leadership Fellows should plan a return to their region, if not to their original town. It is not the Program's intent to assist Fellows to move out of their regions; neither are Fellows encouraged to select significantly different careers after their Fellowship. Consequently, the Program representative will seek evidence of their commitment to job, locale, and region.

How to Nominate

A Fellowship candidate may apply directly or be recommended by someone else through a letter to the appropriate Regional Program Representative (back cover).

Either way, the nominating letter should give a brief description of the candidate's work, citing evidence of his initiative and resourcefulness in school and/or community improvement. If possible the letter should state how he approached his tasks with creativity and productive effort even despite limitations of funding, facilities, training, staff or encouragement.

How to Apply

An interested candidate should write an application letter giving his view of local conditions and describing his professional situation and personal goals. The letter should also outline proposed plans for the fellowship year and state how proposed experiences would contribute to his growth as a leader. It should be noted that the plan itself is not the determining criterion in selection, nor is it binding as a Fellow's final program. The letter should also describe how the applicant's own personal development could improve conditions in his community.

Selection Process

A serious applicant will be contacted by a Program Representative, who often will visit him in his home community. In most cases finalists will talk with a Committee interested in regional improvement. Notice of Fellowships will be made before February 15.

Fellowship Activities Once selected, Fellows are supported for any period up to a year. Programs are planned to help potential leaders open new insights and foster personal growth. Fellowship programs usually combine activities like internships, coursework, visits to model projects, work experience, independent study, research, travel, and writing. Generally the Program will not support degree study or extended travel; other public and private grants are available for this.

Fellowship Amounts Funds vary depending upon activities planned and current salaries. To the extent possible, the amount of each Fellowship is tailored to individual circumstances. For the approved period, Fellows receive salary equivalents and program costs.

Follow-up Regional Representatives maintain contact with Fellows during and, where possible, after the Fellowship term. Sometimes limited Fellowship supplements are available after Fellows return to the region.

Where to Write Nominations, applications, and inquiries should go to the appropriate Regional Program Representative as listed. Applications from outside designated regions should be addressed to the Consultant for the Region-at-Large. Inquiries of a general nature should be sent to Ralph G. Bohrson, Program Officer, The Ford Foundation, 320 East 43rd Street, New York, New York 10017.

LEADERSHIP DEVELOPMENT PROGRAM

Regional Offices

FOR THE NORTHEASTERN REGION
(Maine, New Hampshire, Vermont and New Brunswick)

Paul A. Judkins, Jr.
Leadership Development Program
24 Broadway, P.O. Box 328
Farmington, Maine 04938
Telephone: (207) 778-3386

FOR THE SOUTHEASTERN REGION
(Alabama, Georgia, Mississippi, South Carolina)

K. Z. Chavis
Leadership Development Program
805 Peachtree Bldg., N.E., Room 571
Atlanta, Georgia 30308
Telephone: (404) 876-3779

FOR THE SOUTHWESTERN REGION
(Arizona, Southern Colorado, New Mexico and Texas)

David H. Grant
Leadership Development Program
809 First National Bank Building, East
5301 Central Avenue, N.E.
Albuquerque, New Mexico 87108
Telephone: (505) 256-2850

FOR THE REGION-AT-LARGE

Paul M. Nachtigal, Consultant
Leadership Development Program
1510 Kennedy Drive
Denver, Colorado 80234
Telephone: (303) 466-7596

A Project of the
Ford Foundation
320 East 43rd Street, New York, N. Y. 10017

Dissent W.P. 1967

May-June '67 Pov-

CDGM-Miss

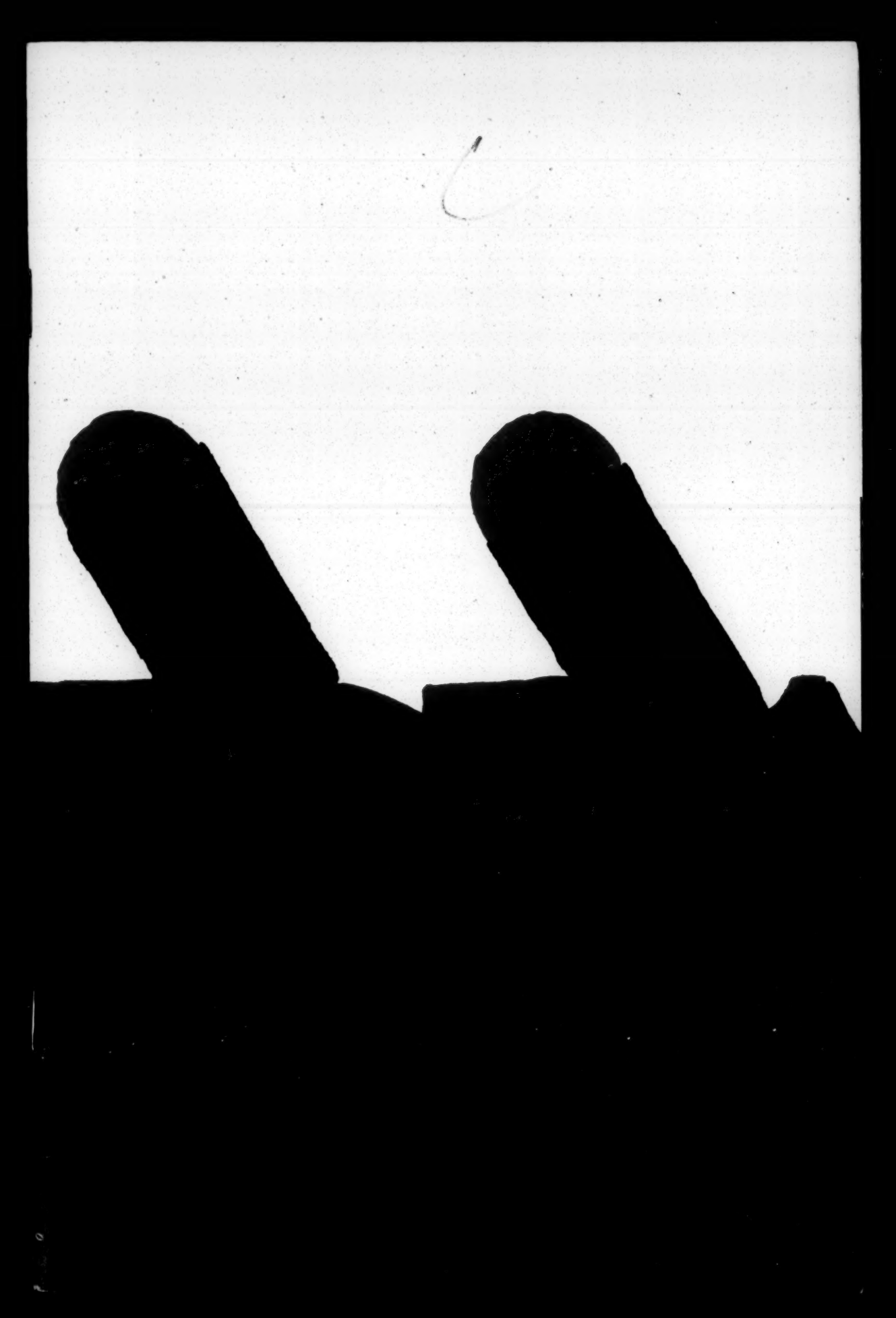
Pat Watters

MISSISSIPPI: CHILDREN AND POLITICS

The almost esoteric controversy and clamor that have surrounded the Child Development Group of Mississippi (CDGM) show in clear perspective some basic facts about America in the time of the Johnson Administration: what's happening to the poverty program, convolutions of national (and the new Southern) politics, "black power," effectiveness and dilemmas of the nation's liberals, and the way it is with the poor themselves who have so much to gain—and even more to lose.

CDGM was established as a Head Start program in the days of the poverty program in the summer of 1965. According to the lore (and it is well to point out that there is a great body of it, and that while the main lines emerge with consistency, no two people or documents tell its details exactly alike), civil rights activists were at the time casting about for a follow-up to the tumultuous 1964 Freedom Summer. These included the tough, grass-roots oriented Delta Ministry of the National Council of Churches; remnants of the Council of Federated Organizations (COFO) that largely SNCC-dominated civil rights alliance which had run the Freedom Summer; the Freedom Democratic party people; others, including free-lance community organizers. They were persuaded by the Office of Economic Opportunity (OEO) to undertake the job of setting up Head Start schools across the state. Establishing this least controversial of poverty programs was a formidable job in Mississippi; the people and agencies (in the terms of demonology, the power structures and normal channels) who ordinarily would have been given the task wouldn't touch it.

Whether deliberately or not, CDGM played a role which became crucial in later controversy. It served as an agent of fear to force the power structures and normal channels to involve themselves in the poverty program; otherwise all that money and those jobs would be in the hands of the nefarious civil rights "agitators." There followed frantic (and from all reports fairly typical) organization of Community Action Programs (CAP) across the state, peopled by respectable whites (in a state not too



BR
FCR
✓
12

Katy:
Check the labor
list by this man's
name & by paper to
see if he appears.

Thanks,

Gary

Mr. Scott Ed.
Atlanta World (media list)
The Daily World
Atlanta, Ga

Mr. J. K. Bassett (The Worker)
23 W. 26th St.
NY NY 10010 {media list
NS subscriber

205 WEST 19TH STREET, NEW YORK, N.Y. 10011 OR MAIL TO P.O. BOX 544, OLD CHELSEA STATION, NEW YORK, N.Y. 10011

TELEPHONE: (212) 924-2523
CABLE ADDRESS: DAIWORK
TELEX NUMBER: 12-7819

Southern Regional Council, Inc.,
Emory F. Via, Dir. of Labor Program
5 Forsyth St.,
Atlanta, Ga.

Oct. 25,1968

Dear Mr. Via:

This is to acknowledge receipt of the SRC release announcing you will direct its labor program. We are of course very much interested in labor developments, especially those of the South. Will you please place us on the mailing list for such material as you issue? Thanking you in advance, I am

Fraternally Yours

George Morris

George Morris

Labor Editor

209

file "D"

December 18, 1968

Mr. Kenneth M. Dolbeare
Department of Political Science
University of Wisconsin
Madison, Wisconsin

Dear Mr. Dolbeare:

You may know that I resigned from the University to join the staff of the Southern Regional Council. I thought the enclosed list of Black Elected Officials might be of interest to you.

Mark Greenside and his wife visited us during Thanksgiving.

It was good to see your book Little Groups of Neighbors.

Sincerely,

Emory F. Via
Director
Labor Program

EFV/km

Enclosure

4.00 Check
recd
1-10-69
km

December 20, 1968

Mr. Daniel Doyle, S.M.
Chaminade High School
500 Chaminade Drive
Hollywood, Florida

Dear Mr. Doyle:

We are returning your check for $4.00, #7928, in payment of Invoice #32. The check is made out incorrectly in the amount written by the checkwriter.

Sincerely,

(Mrs.) Katharine Martin
Secretary

km

Enclosures

WEST VIRGINIA UNIVERSITY • MORGANTOWN, WEST VIRGINIA 26506
THE WEST VIRGINIA CENTER FOR APPALACHIAN STUDIES AND DEVELOPMENT • CABLE ADDRESS: CASAD

INSTITUTE FOR LABOR STUDIES

Emory,

Could you send me a copy of the Reese Cleghorn pamphlet?

Thanks,
Keith

Please send this with my card.
Emory

Keith Dix
580 Spruce St.
Morgantown, W. Va
26505

Mailed 1-13-69 KM

Cooperative Extension Service • Mining and Industrial Extension Service • University Extension and Continuing Education • Institute for Labor Studies • Office of Research and Development • International Programs

Dekalb County

Sanitation Charge Boost Proposed in DeKalb Study

1-19-69 Atl Jnl Const.

By RON TAYLOR

The DeKalb County Commission has received the final volume of a three-volume study of the county's sanitation department, and the chief suggestion in the report is that the department hike its service charges.

Increases applied to current rates would range from 40 to 60 per cent under recommendations made by Black and Veatch, a consulting engineer firm in Kansas City, Mo., employed by Commission Chairman Clark Harrison's predecessor, Brince Manning.

The engineers suggest that the $2.50 monthly rate now charged for one- and two-family dwellings be raised to $3.75 for one-family residences and to $3.50 for two-family residences.

Offices and small commercial pickup rates would go up by 60 per cent under the suggested increases. Offices would pay $4 a month instead of the present $2.50, and small businesses would have their rates raised from $5 to $8.

HARRISON and his newly appointed sanitation department head, H. F. Cameron, are studying the report "with interest," but no immediate action is expected.

Harrison, however, did carry out a suggestion in Volume 1 of the study when he appointed Cameron. That report had cited the need for leadership for the sanitation department, recommending the employment of a sanitation manager.

The first two volumes of the study deal with collection and disposal, with the final volume directed at cost of service.

Black and Veatch estimate that the increase in service charges would bring an annual revenue of $4,482,500, or 12 per cent above the estimated annual cost of $4,003,500. The cost estimate, however, is contingent upon investigation of changes in collection and disposal recommended in volumes 1 and 2, the engineers note.

THE REPORT CONTENDS that the estimated revenues would absorb increases in cost for "about three or four years."

Last year, the cost of service was $3,930,500, but the department collected only $2,365,700 in revenue.

Along with the increase in current rates, the report also suggests several special rates and penalties.

The report recommends that a rate of $2.25 per month be charged customers who bag their garbage for curbside pickup and furnish the bags. County furnished bags would cost the customer an additional 45 cents.

LARGE BUSINESSES storing their garbage ir compaction-type containers would be charged $16 per ton, while businesses not providing the compaction-type containers would be charged the current rate of 65 cents per cubic yard.

Customers presenting "unprepared" yard trash for pickup would be penalized with a charge of $5 for the first 15 minutes required for the pickup and $3 for each additional 15 minutes.

The report also suggested penalties for nonpayment of garbage collection bills, noting that the county lost $442,000 last year in unpaid accounts.

March 21, 1969

Delta Air Lines
Revenue Accounting Department
Atlanta Airport
Hapeville, Georgia

Dear Sirs:

On January 17, 1969 we wrote you enclosing portions of tickets not used and requested reimbursement. A copy of the letter is enclosed. To date we have had no reply and reimbursement has not been received.

We would appreciate hearing from you regarding this.

Sincerely,

Emory F. Via
Director
Labor Program

EFV/km

Enclosure

January 17, 1969

Delta Air Lines
Revenue Accounting Department
Atlanta Airport
Hapeville, Georgia

Dear Sirs:

Portions of the enclosed tickets were not used. The reservations were cancelled with the appropriate air lines.

Would you please reimburse me for the balance?

Sincerely,

Emory F. Via, Director
Labor Program

EFV/km

Enclosure - Ticket 006 - 478703969 2
Ticket 006 - 478703968 1

September 12, 1969

Delta Air Lines
Revenue Accounting Department
Atlanta Airport
Hapeville, Georgia

Dear Sirs:

Enclosed are Delta Air Lines tickets, #006-204865648-1, from Atlanta to Washington on September 9th.

These are being returned for credit to our proper account number.

These reservations were cancelled the night before the reservation date.

Sincerely,

Emory F. Via
Director
Labor Program

EFV/km

Enclosure - Airline Tickets

December 9, 1969

Mr. Walter Davis, Director
Education Department
AFL-CIO
815 Sixteenth Street, N. W.
Washington, D. C. 20006

Dear Walt:

It was very good to see you in Washington on my recent trip. I want to thank you for your time and interest regarding the tax bill.

I look forward to continued opportunities to cooperate with you and the department in southern programs and any other programs in which our services may be of use.

Best personal wishes.

Sincerely,

Emory F. Via
Director
Labor Program

EFV/km

April 1, 1970

Mr. Charles H. Davis
85-35 164th Street
Jamaica, New York 11432

Dear Brother Davis:

Thanks for sending your biographic data sheet to me. We have no suitable openings at this point. However, I am certainly interested in your experience and qualifications and have already talked to other persons who may be in a position to offer you employment.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/km

October 26, 1970

Mr. Ray Davidson
OCAW-UNION NEWS
P.O. Box 2612
Denver, Colorado 80201

Dear Ray Davidson:

I enjoy seeing Union News because of its quality and variety. I was especially pleased to see in the October issue a summary of Dr. Raymond Wheeler's testimony about migrant labor.

You may have caught by now that he was listed as from Charlotte, New York instead of North Carolina. We are doubly interested in your carrying the summary, of course, since he is also the Council's President.

Sincerely,

Emory F. Vaa, Director
Resources Development Center

EFV/gms

December 8, 1970

Mr. Charles Davis
Directors Guild of America, Inc.
110 West 57th Street
New York, New York 10019

Dear Charlie:

Sorry to be so late in sending you some materials on and by the Council. Please let me know if you have sugrestions for potential personnel.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms
Encl.--publications

THE AMERICAN COLLEGE
OF OBSTETRICIANS AND GYNECOLOGISTS
79 West Monroe Street • Chicago, Illinois 60603
Telephone 312-236-6814

March 16, 1971

Emory S. Via
Southern Regional Council
#5 Forsyth Street, N.W.
Atlanta, Ga. 30303

Dear Mr. Via:

The American College of Obstetricians and Gynecologists is currently operating ten family planning clinics based on the postpartum target population. One of our major interests is that of involving low-income whites in the health delivery system of the country. We are currently funding the one program which will have, that is, one of its prime objectives, involvement of the low-income whites.

We are beginning evaluation of different techniques that are utilized to involve this target population.

Would you please send us any information which you may have or any work that you might have done on the involvement and methods to involve low-income whites in health delivery or any delivery system.

Any information that you have or any source that you can lead us to would be greatly appreciated.

Sincerely,

Jane S. DeLung (dh)

Jane S. DeLung
Assistant Project Director,
Interconceptional Care Program

/dh

The American College of Obstetricians and Gynecologists

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ERVIN E. NICHOLS, M.D. (MEDICAL)

March 19, 1971

Miss Jane S. DeLung
79 West Monroe Street
Chicago, Illinois 60603

Dear Jane:

Under separate cover I am sending you several articles published by SRC which relate to the white poor. Some of them deal with institutions and institutional responses but they do not get directly to your problem of the delivery of services. We may have other reports in the near future which will be available.

Two other programs might be of interest to you. One would be those neighborhood centers (under local poverty programs) which reach a primarily white clientele. The other would be some of the community outreach programs of local school systems. Such programs are designed primarily to relate adults more affectively to the schools and to the educational processes as it affects their children. However, in some cases the community worker realizes the importance of other issues including the delivery of welfare and health services.

I will share your letter with others here in the office.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

Put Vera Rony's name & address on this card & mail. Thanks.

DEC 9 1971

16-4 Copeley Hill
Charlottesville, Va.
22903

December 4, 1971

Dr. Emory F. Via
Southern Regional Council
52 Fairlie Street
Atlanta, Georgia 30303

Dear Dr. Via,

I am writing a thesis on the Southern Cotton Mill Worker in the 1920's and would like to contact Miss Vera Rony, because I believe she can be of great help to me.

Mr. Paul Gaston suggested that you might be able to send me Miss Rony's address.

If so, I would appreciate it very much if you would send it to me on the enclosed post card.

Thank you very much for your assistance.

Very truly yours,

Robert L. Duglin

dissent

A Quarterly Publication

509 Fifth Avenue, New York, N.Y. 10017 MU 7-0890

order 50

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Stephan Thernstrom

February 28, 1972

Dear Mr. Via:

Thank you for your letter of inqury dated February 21 with regard to our special issue. I am enclosing a letter we sent out, along with the Table of Contents of the issue.

The bundle order rate is $1 per copy for as many copies as you may wish.

We thank you for any effort made by you to promote this issue; we shall be pleased to take care of your order as soon as it is received.

Yours sincerely,

Stanley Plastrik

Stanley Plastrik,

SP:lc

- for the Editors

DISSENT

509 Fifth Avenue, New York, N.Y. 10017 MU 7-0890

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January 1, 1972

THE WORLD OF THE BLUE COLLAR WORKER

Dear Friend,

As a specialist or teacher in the field of labor and industrial relations, you will have a particular interest in the Winter/1972 issue of Dissent. This issue, out January first, will be a double-sized number, about 300 pages, containing 30 articles that deal with:

THE WORLD OF THE BLUE COLLAR WORKER

I don't think it's mere pride or politics that leads me to say that this special issue represents a very considerable achievement in presenting the experience, the feelings, the problems, the situation of major segments of the American working class.

Instead of haranguing about this, we are enclosing a copy of our Table of Contents. That should tell the story.

We believe you will want to have a copy, and then will want to use it in your classes or your union. So, if you will just fill out the box below and enclose $1.50 for a single copy, using the prepaid return envelope, we'll send you your order. If you'd like to order a bundle, the rates are $1 per copy for as many as you wish to have.

Really, this is something you can't afford to miss!

Sincerely,

Irving Howe

Editor

DISSENT, 509 Fifth Avenue, New York 10017 (check one)

☐ I enclose $1.50 for my copy of the "Blue Collar Worker" issue.

☐ Please send me_____copies at $1 each; payment enclosed.

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THE WORLD OF THE BLUE COLLAR WORKER

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Norfolk State College
2401 Corprew Avenue
Norfolk, Virginia 23504

THE EVENING COLLEGE

Dissent
Mailing

MAR 24 1972

March 22, 1972

Mr. Ermory F. Via, Director
Labor Program
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Mr. Via:

Thank you for your memo regarding the special issue of DISSENT magazine. I have ordered a copy and am looking forward to receiving it.

Very truly yours,

M. M. Myers

(Mrs.) M. M. Myers, Acting Director
Evening College

kj

RAYMOND M. WHEELER, PRESIDENT
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Southern Regional Council, Inc.
52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

July 20, 1972

Mrs. Jane S. DeLung
2470 North Clark
Chicago, Illinois 60614

Dear Jane:

I am sure that you and Harry made a mature decision. I had not heard that the divorce had gone through but did feel that you had flashed me some small signals in the past so that I was not too surprised.

Enclosed are the names of three persons and their addresses in the Washington area. I will write to them about you and will include a copy of your resumé. I do not know that any of these three people would have openings in their operations but each of them should have a broad acquaintance with some of the possibilities in Washington.

Best personal wishes and let me know if there is anything further that I can do.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms
See Attachment

Mrs. Judy R. Williams

12118 David Drive

Silver Spring, Maryland 20904

622-0584

This lady is a niece of Ruth (Alexander) Vick. Ruth says that she is a coordinator in the D.C. area for a program which works to bring teachers and parents into relation with each other. Use Ruth Vick's name in writing or talking with her instead of mine.

Harold C. Fleming, President

Potomac Institute

1501-18th Street, N.W.

Washington, D.C. 20036

(202) 332-5566

Harold is a past director of the Southern Regional Council and he continues the same kinds of interests but operates on the Washington scene in his present position. He is a good friend and you should use my name with him.

Ben Segal

4349 Yuma Street, N.W.

Washington, D.C. 20016

Ben underwrote SRC's labor program. He has worked with unions and in poverty programs. He is currently a special assistant (I think) to Mayor Washington of the District of Columbia. I am giving you his home address.

RAYMOND M. WHEELER, PRESIDENT
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52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

July 20, 1972

Mr. Harold Fleming, President
Potomac Institute
1501-18 Street, N.W.
Washington, D.C. 20036

Dear Harold:

Enclosed is a resume of Jane DeLung. She was my secretary at the Council for five years when she was finishing her undergraduate work. You will note that she has completed an MA in Urban Training at Roosevelt and has had rather extensive experience in the field of family planning. Her letter to me said in part, "Although I am competent in administration, I do not enjoy family planning." I don't think that is precisely what she meant to say but she would like to leave the area of Family Planning for another field of work.

Jane wants to move to Washington and would greatly welcome any suggestions of possible employment opportunities. She is personable, attractive, lively, and dedicated to the cause of achieving a humane society. Any suggestions you could make to her, if she is in touch with you, would be most appreciated.

Sincerely,

Emory F. Via, Director
Resources Development Center

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52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

July 19, 1972

Mr. Ben Segal
4349 Yuma Street, N.W.
Washington, D.C. 20016

Dear Ben:

Enclosed is a resumé of Jane DeLung. She was my secretary at the Council five years ago when she was finishing her undergraduate work. You will note that she has completed an MA in Urban Training at Roosevelt and has had rather extensive experience in the field of Family Planning. Her letter to me said in part, "Although I am competent in administration, I do not enjoy family planning." I don't think that is precisely what she meant to say but she would like to leave the area of family planning for another field of work.

Jane wants to move to Washington and would greatly welcome any suggestions of possible employment opportunities. She is personable, attractive, lively, and dedicated to the cause of achieving a humane society. Any suggestions you could make to her, if she is in touch with you, would be most appreciated.

Sincerely,

Emory

Emory F. Via, Director
Resources Development Center

EFV/gms
Encl.

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522-8764

July 19, 1972

Mrs. Judy R. Williams
12118 David Drive
Silver Spring, Maryland 20904

Dear Mrs. Williams:

At the suggestion of my long time friend and colleague, Ruth Vick, I am sending you the enclosed resumé of Jane DeLung. Jane now lives in Chicago but hopes to move to Washington and would like to find suitable employment there. Although her recent experience has been in the field of Family Planning, she would like to get into another area.

Mrs. DeLung was my secretary here at the Council during the time that she was finishing her under graduate work. She has since received an MA from Roosevelt University in Urban Studies and has had extensive administration experience. She is personable, attractive, lively, and dedicated to the cause of achieving a humane society. When she gets in touch with you, if you would be able to refer to any likely places where her talents could be used, it would be most appreciated.

I am sorry for this instrusion but both Ruth and I feel that Jane is an exceptional person.

Sincerely,

Emory F. Via, Director
Resources Development Center

2470 N. Clark
Chicago, Illinois
July 11, 1971

JUL 17 1972

Dr. Emory Via
Southern Regional Council
52 Fairlee St.
Atlanta, Georgia

Dear Emory:

As you may know Harry and I have gotten a divorce. Although the divorce was friendly I feel that it would be good for me to leave Chicago. Further, I have spent two years working in administrative capacities in family planning and find that although I am competent in administration I do not enjoy family planning.

Therefore I am asking for help in two areas. I would like to move to Washington, D.C., and would like to find employment in an area other than family planning. I was wondering if you would give me some suggestions of places to write in D.C. and if possible arrange an introduction

Any suggestions or help you can give would be appreciated. For your information I am enclosing a copy of my resume. In addition to jobs held I have done volunteer work in several political campaigns.

Thank you for your help.

Sincerely,

Jane S. De Lung

Jane S. De Lung

JANE S. DE LUNG
2470 N. Clark
Chicago, Illinois, 60614
327-3701/922-6215

PERSONAL DATA

Date of birth: July 9, 1944
Height: 5'7", Weight: 120

EDUCATION

B.A., Emory University, Atlanta, Georgia, History, 1966
M.A., Roosevelt University, Chicago, Ill., Urban Studies, 1972

PROFESSIONAL EXPERIENCE

1971-present, Illinois Family Planning Coordinating Council, 600 S. Michigan, Chicago, Ill. Position: Consultant. The Council is a non-profit organization which administers state and federal family planning funds in Illinois. Assignments were:
-prepared report "Need for Family Planning in Illinois"
-developed grant application forms and internal review process for grants submitted
-developed on-site monitoring and evaluation system for state-wide utilization
-developed administrative manual for family planning programs

1971 - Roosevelt Headstart Evaluation Program, Roosevelt University, Chicago, Ill. Position: Consultant. Dept. of H.E.W. funded project evaluating 26 Headstart Projects in Region V. Assignments were:
-review of and development of evaluation system and reporting format

1970-1971 - Interconceptual Care Project, American College of Obstetricians and Gynecologists, 79 W. Monroe, Chicago, Ill. Position: Assistant Project Director. An Office of Economic Opportunity funded project administering $700,000 distributed among ten hospital based family planning programs across the country. Responsibilities were:
-review and development of all grant applications, preparation of all financial and statistical reports required by O.E.O., and development of administrative monitoring system.

-preparation of all financial and statistical reports required by funding agencies
-developed Project Director's Conference and Administrator's Conference
-participated in development of data system
-provided technical assistance to ten projects in administrative and supportive areas
-supervised development of administrative manual for family planning projects
-assisted in all grant applications filed by College

1967-1970 - Cook County Legal Assistance Foundation, Inc. 19 S. La Salle St., Chicago, Ill., Position: Administrative Assistant. This was an Office of Economic Opportunity funded Legal Services program providing legal services to suburban Cook County. Responsibilities were:
-development of administrative support system including accounting, purchasing, personnel, reporting and grant development
-on-going responsibility for supervision of support and administrative component of program
-analysis of all statistics and preparation of all required reports
-responsibility for sociological and demographic research in project

1966-1967 - Southern Regional Council, ~~41 Exchange Pl.~~, Atlanta, Ga. This is a non-profit organization to improve race relations in the South. Position: Administrative Assistant, Labor Education. Responsibilities:
-participated in development and implementation of conferences to improve race relations in Southern Labor movement
-secretarial responsibilities

1965-1966 - Urban League, 178 Marietta St., Atlanta, Ga. Position, Administrative Assistant, Youth Incentives Program, Responsibilities:
-assisted in development of career conferences in high schools and colleges throughout the South
-secretarial responsibilities

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52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

February 23, 1973

Mr. Leslie W. Dunbar
Executive Director
The Field Foundation
100 East 85th Street
New York, New York 10028

Dear Les:

Some suggestions regarding Justine Polier's proposed visit to the region follow:

For contact to determine their interest:

Mason Thomas, Institute of Government, University of North Carolina, Chapel Hill, North Carolina--Attorney, social worker, ex-juvenile judge and ex-juvenile court worker. Esser feels he is quite good.

Warren Bradford, Director, Child Advocacy Center, Durham, North Carolina--Doctorates in history and education. Laughlin McDonald, new regional ACLU head thinks he is very good.

Expressing definite program interest in the Atlanta area are the following:

Lucy Henritze, Emory University Law School. Teaches seminar in Juvenile Law. Has worked with Bob Stubbs in this field at Emory who is now going to be Assistant Attorney General for Georgia. Henritze is scheduled on programs for Southern regional meeting of Child Welfare League on April 16-17 and on program of statewide meeting of juvenile court workers (Callaway Gardens) April 23-24. In both cases she knows program

chairman and thinks it is even possible to use Polier in Henritze's own sessions. She tells me that the Atlanta Association of Juvenile Court Workers meets on the third Tuesday of each month and might be a possibility. She would be willing to be a contact to try to work out such arrangements as suggested above or to put together an informal group if dates cannot be made to coincide. Phone: (404) 377-2411, ext. 7925.

Gene Guerro, newly elected Georgia ACLU Director. Ex-founder of "Great Speckled Bird" and prominent in SSOC. Active in work on drug problems. Georgia chapter already planning to revitalize its juvenile rights committee with Jim Coogler as chairman. Guerro would be interested in setting up Atlanta meeting to help launch committee's new interest or to use Polier in other localities such as Augusta, Savannah, Brunswick to create interest jointly in juvenile issues and chapter building. Phone: (404) 523-5398.

Lamar Howard, Assistant Dean of Urban Life, Georgia State University. Has worked on juvenile delinquency and related problems. Bill Allison, head of EOA thinks he is good. Black. Would welcome opportunity to set something up at GSU. (404) 658-3533

Winifred Green/Bob Brown. Winifred is interested but is not able to use staff to actually put program on. However, Brown works for her in Macon and has strong interest in this field and could probably cause a group such as Mercer, to put a meeting together.

Bill Clark, Community Council of the Atlanta Area (Duane Beck). They have recently pulled together about forty youth agencies to discuss a preventive program regarding juvenile delinquency. HEW grant may be involved. Information from Allison who thinks Clark is good. Have not yet had call back from Clark. Phone: (404) 577-2250.

Re Atlanta: Any of several of the above would be receptive to either a cooperative effort or at least setting up a program to which others are invited. No one of the above feels that they definitely will be called about Polier, but all would be receptive.

Nashville--Willie Caruth. Staff, Metro Human Relations Commission. Was with YMCA and still stays close to its "Urban Village" which seems to be an alternative to detention. Works with Attorney R.B.J. Campbell who

has special interest in juvenile problems. Both are black. Caruth would be willing to be contact for setting up something in Nashville. Phone: (615) 747-4385.

Hope these leads will assist in planning a program for Justine Polier.

Sincerely,

Emory F. Via

EFV/gms

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Southern F[illegible] Inc.
52 FAIRLIE STREET, N. W. [illegible] 30303

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

February 27, 1973

Mr. Leslie W. Dunbar
Executive Director
The Field Foundation
100 East 85th Street
New York, New York 10028

Dear Les:

Let me add a few notes to my earlier letter of February 23 regarding Polier's visit.

Bob Kettel, Chief Probation Officer, DeKalb County, 4415 Memorial Drive, Decatur, Ga. 30032; phone: 284-4411. Kettel called me after a conversation with Lucy Henritze. He is on the program committee for the Child Welfare League and a vice president and program chairman of the Juvenile Court Workers. He would be very much interested in having Polier on the two April meetings mentioned in my earlier letter. He would also be willing to set up something at a different time. Anyone setting a program for Polier who wants to go through those professional associations should do it through Kettel.

A lot depends on how many sessions Polier would be willing to undertake. For instance, one of the groups ~~with~~ speaks the Georgia State Urban Life Center, ACLU, or Community Council probably would set up an open meeting for interested lay people throughout the metropolitan area. I have had a call from Audry Oppenheimer with the Council of Jewish Women indicating that they would be interested in such a meeting, have a permanent working committee on justice for children and have just released a report on juvenile problems in the Atlanta area.

Both Henritze and Howard would be probably interested in using Polier in a seminar or other academic setting, and at least two sources have indicated that the current group of juvenile judges in Atlanta are pretty good and that there is considerable "openess" in facing juvenile problems.

Incidentally, the Council of Jewish Women, nationally, seem to be pushing local studies of justice for children. It is quite possible that their local chapters elsewhere in the region could serve as community contacts.

Best personal wishes.

Sincerely,

Emory F. Via

EFV/gms

PS

September 5, 1970

Mr. Emory Via
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia

Dear Emory,

In the rush to get my report finished yesterday, I find that I overlook a couple of things and I wonder if you would take care of them for me.

Remind EV after EV has read report

First, Mr. Harry Huge of Arnold and Porter in Washington had written asking for a copy of my report when it was finished. Would you please send a copy to him at 1229 19th Street, Washington, D.C. 20036.

GS

Second, would you please ask Bernice if she would again look for my copy of The Washington Monthly and send it to me if she finds it.

Third, one call which does not appear on the list I left for you is the one which I made to Frank Duggan in Washington sometime last week. You might want to add it.

PS Probably

Fourth, my addresses are as follows:

Permanent-- Rt. 2, Box 90
Cleveland, N.C. 27013

School-- 623 Mathews
University of Chicago Law School
Chicago, Illinois

Thanks a lot. This is everything, I think.

Yours,

Jerry

Jerry Everhardt

11/8/71

In that connection, I am wondering if you might have some information which would be of use to me in three areas. I recall that the Council, when I left, was considering doing a research project on the results of the Census in the South. Could you tell me what the status of that project is now and if there is anything which might be of particular use in formulating campaign ideas and administration programs. I would be particularly interested in any information which you might have which would show the comparative position of North Carolina in the South relative to the areas you are looking at.

Secondly, does the Council have any information on the methods by which states in the South have attempted to raise their per capita incomes. My candidate is interested in how an increased emphasis on vocational education programs in the schools might accomplish this purpose so if you have anything in this particular area it would be very helpful.

Thirdly, could you send me a couple copies of Dr. Galambos' The Tax Structure of the Southern States: An Analysis. I would also appreciate any information which might be available on how a manipulation of the tax structure might, in the short run, help to increase the per capita income.

By the way, have you been keeping up on how the Nixon Administration has been putting the screws on Legal Aid. I think almost everything I was worried about last summer has come to pass in one way or another. Needless to say, I'm just sick about the results.

Thanks for your help

Peace,

Jerry

Jerry Everhardt

January 8, 1971

Mr. Jerry Everhardt
1005 East 60th Street
Room 623-A
Chicago, Illinois 60637

Dear Jerry:

The two copies of the Tax Structure are on their way to you.

Enclosed is a sheet showing one form of interesting information regarding state and local tax burdens of various levels of family income. These materials are not for public use of any kind. It is quite possible that these materials and others will be avilable before too long.

Regarding census studies, we do not have anything to show at this point. However, you should secure a copy of "The Changing Population of the U.S.A. South, A Graphic and Statistical Summary" published by the Carolina Population Center, the University of North Carolina (September, 1970). The 1970 data are not included but the center is likely to update this information and in any case could normally prove to be an excellent source of information.

As to the importance of Vocational Education to increasing per capita income, I would like to think further. Both Georgia and South Carolina have had programs which they thought worked to that end, and in North Carolina the people associated with the North Carolina Manpower Develipment Corporation (a spin-off from the North Carolina Fund) should be able to help. Vocational Education is a report of a conference sponsored by the Brookings Institute and is published as a supplement to the Journal of Human Resources, Volume 3, 1968. The editor was Gerald G. Somers. If not available locally, it can be had from the University of Wisconsin Press. You might also

want to look at selected chapters in The Advancing South: Manpower Prospects and Problems by James Maddox (and Liebhafsky, V. Henderson, and Hamlin), 1967, the 20th Century Fund. Public-Private Manpower Policies by Arnold R. Webber (also Cassell and Ginzburg) has a chapter on "The Role of Vocational Education in the Transition from School to Work." Although it is orientated toward the nation, you may wish to look at Manpower Needs for National Goals in the 1970's by Leonard A. Lecht, published by Praeger, 1969.

About manipulating local and state tax structure to improve per capita income, I would suggest that you see someone else. A little later I may get to put this question to Galambos and to the man who developed the enclosed table. Personally I would think that the possibilities are minimal although you can give assistance to low income groups by truly progressive taxation. Why don't you try a smart grad student in the Business School who is interested in tax or economic development problems.

Trust this helps. Yes, the Legal Aid thing was a mess. Keep in touch.

Best personal wishes.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms
Encl.--1

My home address:

1058 Clifton Road, N.E.
Atlanta, Georgia 30307
(404) 378-0340

h

FEB 16 1971

February 11, 1971

Mr. Emory Via
Southern Regional Council
5 Forsyth Street
Atlanta, Georgia

Dear Emory:

Thank you for your recent letter and the answers it contained to my questions.

I wonder if I might ask a favor of you? I received my W-2 form from the Council the other day but I still need a Georgia income tax form in order to claim a refund of the tax withheld by the state this past summer. Could you possibly send the proper form my way. The amount involved is not large but as you can imagine, every little bit helps.

Thanks a lot.

Peace,

Jerry Everhardt

P.S.

Please get Ga. Income tax Forms for Jerry & send it to him. Ruth V. may have some, otherwise try the closest bank. Thanks.

Jerry Everhardt
1005 E. 60th St., Rm. 623A
Chicago, Ill. 60637

CHICAGO, ILL.
PM
FEB
1971
IGB

Mr. Emory Via
Southern Regional Council
5 Forsyth St.
Atlanta, Ga. 30303

FEB 16 1971

RAYMOND M. WHEELER, PRESIDENT
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52 FAIRLIE STREET, N. W. 30303

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

July 28, 1972

TELEGRAM

Mr. John Egerton
Cadiz, Kentucky
(502) 522-6297

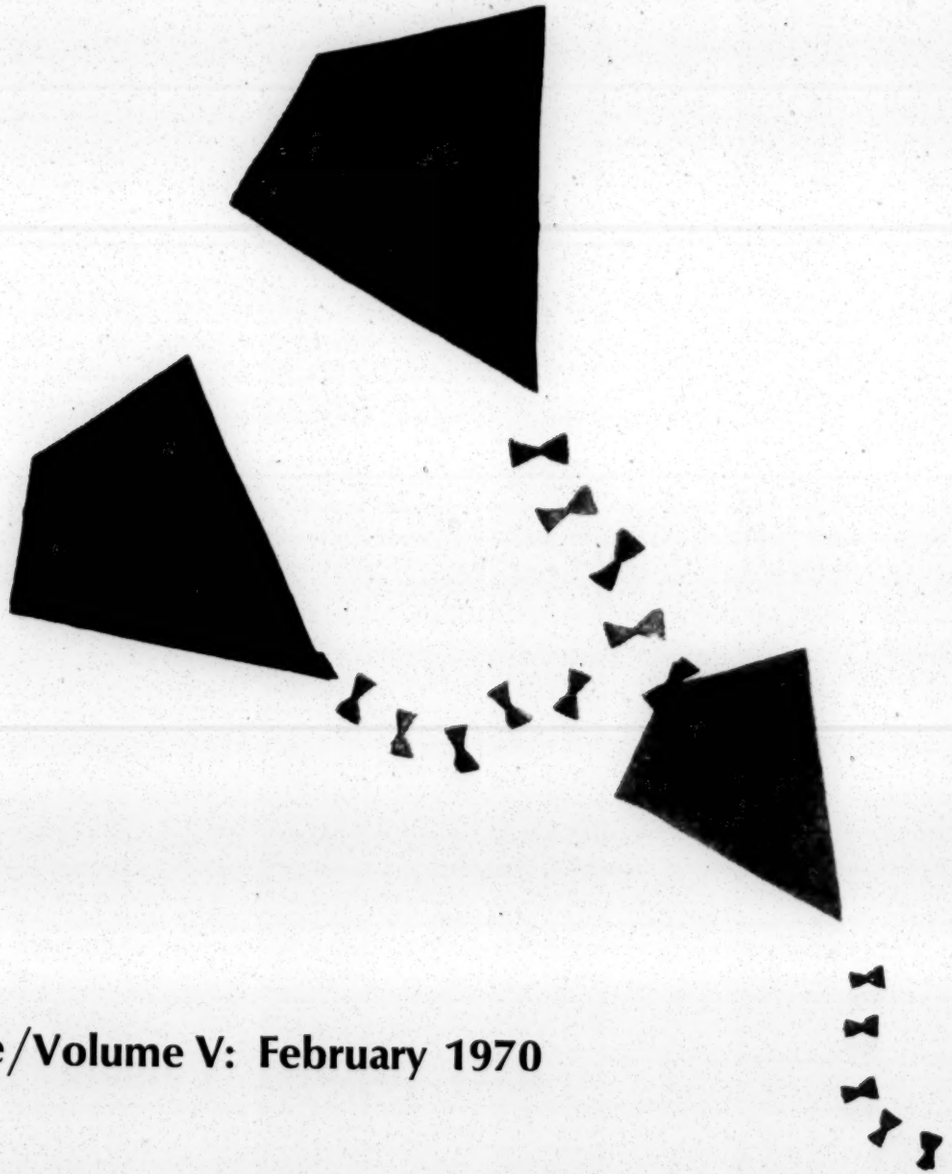
Your friends on the Council staff join us in sending to you and your family our heartfelt sympathies. By knowing you we appreciate the family. Our warm regards at this time of trouble.

George H. Esser, Jr.
Executive Director

Emory F. Via, Director
Resources Development Center

EFV/gms

File: Friends World College



Bulletin of Friends World College/Volume V: February 1970

SOUTHERN REGIONAL COUNCIL, INC.
5 FORSYTH STREET, N.W., ATLANTA 3, GEORGIA

August 12, 1970

Dean Lawrence E. Fouraker
Harvard Business School
Boston, Massachusetts 02163

Dear Dean Fouraker:

I have been away from my office for a number of days and have just looked over a copy of the letter from Sam Williams to you. You will recognize that his proposal for an internship program to assist southern community improvement of minority businesses is not in final form. Although as written it may not say precisely what the business school or we would say. It does contain a basic idea which we feel has great potential.

We are impressed with Mr. Williams' realistic enthusiasm, his commitment, and his ability.

We are prepared to pursue this proposal quite seriously. The funds which we would have available immediately are somewhat limited, but we could certainly give such an undertaking significant staff and consultative assistance.

The purpose of this letter is to assure you of our interest and to express the hope that you and the Harvard Business School are also interested. I will be pleased to discuss this matter with you by telephone or to arrange a visit with you or an appropriately designated person at a mutually convenient time.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

October 7, 1970

Miss Fortston
Institue of Government
University of Georgia
Athens, Georgia 30601

Dear Miss Fortson:

You needed my social security number for the program which I will be doing with Dr. Vining. My number is

226-26-7154

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

UNIVERSITY OF Minnesota

FEB 11 1971

INDUSTRIAL RELATIONS CENTER
537 BUSINESS ADMINISTRATION BUILDING · MINNEAPOLIS, MINNESOTA 55455

January 21, 1971

Mr. Emory F. Via
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Emory:

Labor educators often hear complaints concerning the need to substantially strengthen teaching about the labor movement in the secondary school systems. A common excuse frequently offered for the inadequacy of instruction at this level is that there is a paucity of useful background materials available.

Sometime ago, I was approached by a publisher who specializes in this particular educational market with an invitation to prepare some brief, readable materials which could be used as part of a module in a social studies program in secondary school systems. I agreed to author two brief works in the area of trade union history and current labor problems, one of which is being sent you under separate cover for your personal library. These are being distributed within the school systems without any royalty considerations to the author. This enables me quite unabashedly to participate in their promotion without concern for financial proprieties.

The titles of the two books are The Labor Movement in the United States and Modern Trade Unionism. I would be interested in receiving your reaction to these brief treatments at your convenience. If you feel they are useful in filling a long-standing need, you might be interested in bringing them to the attention of interested trade unionists in your state.

Best personal regards.

Sincerely,

Jack

John J. Flagler
Professor and Director
Labor Education

25 IRC
ANNIVERSARY YEAR • 1945-1970

February 9, 1971

Mr. Harry Fleischman
American Jewish Committee
165 East 56th Street
New York, New York 10020

Dear Harry:

I saw a note recently that AJC would be engaged in research and information activities related to a more realistic understanding of working class whites. If there is more information on this program, which is readily available, I would be most interested in seeing it. I would also like to receive copies of any research reports or other information developed by this project or to know of conferences and seminars which they caused to be held.

Can you assist me in this by either sending materials, or see that my name is placed on the appropriate mailing list.

Best personal wishes.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

February 9, 1971

Mr. John M. Fitch
Department of City and Regional Planning
University of North Carolina
Chapel Hill, North Carolina

Dear Mr. Fitch:

You wrote to Mr. Smith regarding summer employment. We are hoping to be in a position to have one or more student assistants this summer and ideally would like to be able to make even greater use of students in a larger intern program. However, we are not in a position at this time to make a commitment to any potential interns. I hope that this situation will change in a month or so.

Despite the uncertainties at this time I would very much like to have a more detailed vita or biographic data sheet. Such a sheet should include the details of your education and work experiences, some mention of appropriate extracurricular activities, a few references, age, marital status, and your present student status. (Graduate? and what year).

Thanks so much for writing us.

Sincerely,

Emory F. Via, Director
Resources Development Center

FV/gms

February 12, 1971

Mr. John J. Flagler
Professor and Director
University of Minnesota
537 Business Administration Building
Minneapolis, Minnesota 55455

Dear Jack:

Thanks for the notice of your book aimed at the secondary school audience. I look forward to receiving a copy. I will certainly turn my mind over as to how they can be used in this region.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

March 31, 1971

Dr. Moye W. Freymann
Carolina Population Center
University Square
Chapel Hill, North Carolina 27514

Dear Moye:

We have the letter from Miss Blaylock indicating the confusion about your hotel bill when you attended the research seminar in October. Our apologies. Somehow your bill was not included on the charges sent to us by the hotel. We are sorry for the inconvenience to you and others. Our check is enclosed.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms
Encl.

March 1, 1972

Miss Lee Furman
Executive Secretary
The American Jewish Committee
Hartford Building
Atlanta, Georgia 30303

Dear Miss Furman:

In response to your letter of February 28, the Southern Regional Council is now under the directorship of Mr. George H. Esser. Mr. Esser will assume his full-time position with the Council on May 1, 1972.

The Council has no state or local affiliates but does maintain close relations with the State Councils on Human Relations. On the attached sheet are the names, addresses, and directors of the Councils.

Glad to have been of service.

Sincerely,

Gwendolyn M. Sapp
Resources Development Center

Search A REPORT FROM THE URBAN INSTITUTE

Volume 1, Number 5 September - October, 1971

Minorities and Communications

Chance to get in on ground floor of new cable television industry

"Marshall McLuhan has a dream of an 'electronic village' spanning the globe . . . Martin Luther King had a dream of one America. If these twin dreams of a better human understanding through better communication are ever to come true it is going to be up to those of you here today . . . to explore the communications industry's most exciting new technology—cable television."

With these words Federal Communications Commissioner Nicholas Johnson reflected the tone of a weekend workshop on minority group ownership of cable television systems convened this summer by The Urban Institute, the Urban Communications Group and Black Efforts for Soul in Television (BEST).

Charles Tate and Francille Rusan of the Institute played key roles in the conception and conduct of the workshop that attracted 75 representatives of community development organizations and 35 highly qualified resource people from the cable television field. One tangible result is that active efforts are being made in several cities to facilitate minority ownership of cable systems.

Cable television is a method of distributing television signals through a wire rather than broadcasting them through the air. It was first developed in remote mountain areas where TV reception was poor. Private entrepreneurs put large antennas on mountain tops and distributed the signals to subscribers through a coaxial cable. It thus started out as Community Antenna Television and is still widely known as CATV.

In the words of the workshop convenors, cable TV is at this stage "open to ground floor participation," but by 1980 it is expected to be a $4.5 billion industry employing nearly two million people.

This rapidly growing industry offers unique opportunities for minorities to participate broadly in its ownership and control, putting it to the service of neighborhoods and interests that have not been adequately reached by the communications industry generally. Aspects of cable TV emphasized in this respect were the relatively low costs of producing local programs, the wide range of non-entertainment uses such as burglar alarms, job training and job matching, and the enlarged number of local channels. □

New Economic Game Plan

Problem is blocked but not yet tackled

The wage-price freeze and related measures put forward by the Administration in mid-August and the preparation of Phase II after the 90-day freeze have gone far to respond to critical economic needs. Whether an incomes policy is sufficient, however, to resolve the underlying causes of the problem is doubted by a team of Institute economists.

The members of the Institute's Inflation-Unemployment project, Charles C. Holt, C. Duncan MacRae, Stuart O. Schweitzer and Ralph E. Smith, fear that the efforts to implement a short-run program will overshadow the need to confront the more fundamental issues.

At the heart of the problem, they believe, is the present structure of the economy that makes sustained price stability and low unemployment incompatible.

Defining and dealing with this basic problem is the crucial dilemma facing public officials. The wage-price freeze may temporarily help hold down inflation while stimulating tax cuts may reduce unemployment, but once the price freeze is removed the problem will reappear.

The Cost of Living Council—and the American public—should consider the more basic economic reforms such as those recommended by Federal Reserve Board Chairman Arthur Burns. These changes include some major reforms in the power of monopolies and oligopolies to fix prices and the power of labor unions to negotiate inflationary wage settlements.

Reforms also must include significant improvements in the functioning of the labor market. An incomes policy does not solve the present frictions and imbalances that are especially detrimental to the achievement of full employment with price stability. Public policies that increase aggregate spending to reduce unemployment are frustrated by inflationary bottlenecks that occur because full employment is achieved in some labor markets while unemployment still exists in others. Training, job-matching, labor mobility and other manpower programs are urgently needed to come to grips with this fundamental problem, according to Holt, McRae, Schweitzer and Smith.

They believe government involvement in labor market processes is warranted because the individual private decision makers who contribute to inflation are not the only ones affected by their decisions. Further, individuals and firms are unlikely to respond to appeals for public restraint in making wage and price adjustments based on the public good when their own interests are at stake. In contrast, improving the efficiency of job search and manpower services would find a substantial, but of course not complete, harmony of interest between the national good and private motivations. Cyclical unemployment has been recognized as a legitimate government concern since the thirties. The assumption of governmental

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JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern F[illegible] Inc.
52 FAIRLIE STREET, N. W. [illegible] 30303

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

March 7, 1972

Miss Eleanor Farrar
MARC
733-15th Street, N.W.
Suite 612
Washington, D.C. 20005

Dear Rleanor Farrar:

Enclosed is a list of persons who might well be interested in the National Conference on Education for Blacks. The three (3) names marked by an "E" are three elected officials who slipped through our screen. Incidentally, have you seen the latest VEP "Black Elected Officials in the South," (February 3, 1972).

I know that the difficulties in putting together such a conference are enormous but I would like to add my own voice to that of Leon Hall's in urging that appropriate youth participation be provided for.

Please let me know if you would anything further from me.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

Mrs. Joan Cashin
416 Owens Drive, S.E.
Huntsville, Alabama 35801

Mr. Julius L. Chambers
216 West 10th Street
Charlotte, North Carolina 28202

Mr. Donald L. Hollowell
Equal Employment Commission
75 Piedmont Avenue, N.E.
Atlanta, Georgia 30303

Mr. Robert J. Palmer
304 South Main Street
Sumter, South Carolina 29150

Mr. John H. Wheeler, President
Mechanics & Farmers Bank
Box 1932
Durham, North Carolina 27702

Mr. Fred D. Alexander
E 2140 Senior Drive
Charlotte, North Carolina 28208

Mr. Martin Brooks
P. O. Box 37
Pembroke, North Carolina 32202

Mrs. Millie Charles
Professor of Social Work
Southern University at New Orleans
New Orleans, Louisiana 70130

Mrs. Eva Clayton, Executive Director
Economic Development Corporation
P. O. Box 418
Warrenton, North Carolina 27589

The Reverend Philip Cousin
St. Joseph's A. M. E. Church
Markham Educational Building
804 Fayetteville Street
Durham, North Carolina 27701

Mr. Albert W. Dent
2401 Gentilly Boulevard
New Orleans, Louisiana 70122

Mr. Nils Douglas, Attorney at Law
1110 Medallion Tower
344 Camp Street
New Orleans, Louisiana 70130

Mrs. Ruth H. Charity
453 South Main Street
Danville, Virginia 24541

Mrs. Martin L. Harvey
415 North Farish Street
Jackson, Mississippi 39202

Mr. Aaron E. Henry
213 Fourth Street
Clarksdale, Mississippi 38614

Mrs. Helen Howard
523 Chevelle Lane
Decatur, Georgia 30030

~~Mr. Paul Johnston, Attorney at Law~~
~~1142 Brown-Marx Building~~
~~Birmingham, Alabama 35230~~

Mr. Earl Johnson, Attorney at Law
625 West Union Street
Jacksonville, Florida 32202

Mrs. Vivian C. Mason
2630 Chesterfield Boulevard
Norfolk, Virginia 23504

~~Mr. L. D. Milton, President~~
~~Citizens Trust Company~~
~~175 Houston Street, N.E.~~
~~Atlanta, Georgia 30303~~

~~Dr. John Monro~~
~~Dean of Freshman Studies~~
~~Miles College~~
~~Birmingham, Alabama 35208~~

Dr. Samuel Nabrit, Director
The Southern Fellowships Fund
795 Peachtree Street, N.E.
Atlanta, Georgia 30308

Dr. Harry V. Richardson,
Interdenominational Theological Seminary
671 Beckwith Street, S.W.
Atlanta, Georgia 30314

Mrs. Anna Rubin
Morris College
Sumter, South Carolina 29150

Dr. Aaron Shirley
Clinical Director
Jackson-Hinds Comprehensive Health Center
P. O. Box 3437
Jackson, Mississippi 39203

The Reverend Kelly M. Smith
First Baptist Church
319 Eighth Avenue, North
Nashville, Tennessee 37203

Mr. Vasco A. Smith
505 Vance Avenue
Memphis, Tennessee 38126

Mr. John W. Walker, Attorney at Law
1820 West 13 Street
Little Rock, Arkansas 72206

Mrs. C. Bette Wimbish, Attorney at Law
E P. O. Box 13517
St. Petersburg, Florida 33733

Mr. Jack Young, Attorney at Law
213 Redmond Building, Suite 207
115½ North Farish Street
Jackson, Mississippi 39201

Mr. Elijah Coleman, Executive Director
Arkansas Council on Human Relations
600 West 9 Street, Suite 210
Little Rock, Arkansas 72201

Mrs. Pat Miller, Executive Director
Louisiana Council on Human Relations
First Federal Savings and Loan Building
7986 Scenic Highway
Baton Rouge, Louisiana 70807

The Reverend Curtis W. Harris, Executive Director
Virginia Council on Human Relations
214 East Clay Street, Room 310
Richmond, Virginia 23219

The Revered James M. Lawson, Chairman
Tennessee Council on Human Relations
653 Alston Avenue
Memphis, Tennessee 38126

Mrs. Victoria DeLee
Route 2, Box 42
Ridgeville, South Carolina 29472

Dr. Claude Anderson
Office of the Governor
State Capitol Building
Tallahassee, Florida 32304

Mr. David Jacobs
American Friends Service Committee
125 Washington Avenue
Montgomery, Alabama 33104

Mr. Robert Brown
261 College Street
Macon, Georgia 31201

Mr. Eldrige McMillan
Southern Education Foundation
811 Cypress Street, N.E.
Atlanta, Georgia 30308

Mr. John Walton, President
Mary Holmes Junior College
West Point, Mississippi 39733

Ford Foundation
Letter

VOL. 3, NO. 2 MARCH 1, 1972

This issue covers the period since January 15, 1972, including new grants and other matters of general interest.

Foundations

Another Way to High School

Learning alternatives to the traditional high school classroom are being offered here and there—through the off-campus Parkways program in Philadelphia, for example, and in "mini-schools" in New York City and Berkeley, California (see *Letter,* March 1 and April 15, 1971)—but the majority of American high schools still cling to hour-by-hour school attendance and an accumulation of in-class credits as requirements for a diploma. In an effort to make high school education more flexible and more engaging to self-motivated students, the **Syracuse University Research Corporation** has received a grant of **$73,351** to explore an "external degree" program for teenagers in five central New York counties. The counties—Cayuga, Cortland, Madison, Onondaga, and Oswego—have a high-school age population of 100,000.

At the college level, external degrees are being introduced under a 1971 series of grants to Syracuse, the State University of New York, and the Regents of the State of New York. The plan is to award these degrees to men and women who have not had four years of college but have obtained and can demonstrate equivalent experience and knowledge. The degree would certify individuals who qualify by virtue of what they know rather than how they came to know it.

The Syracuse group now seeks to devise a plan for high-school-age students who prefer to learn and, perhaps, can learn more effectively, outside the schoolroom—through a variety of independent academic and community programs, work-study combinations, or job internships. The program will be geared to students who believe current school practices are nonproductive or who have actually dropped out of school. The existing option of a high school equivalency examination has generally carried with it a social and educational stigma, regardless of the individual's capabilities. The new program aims to formulate a truly educational alternative of acknowledged quality.

The program will be planned in consultation with parents, educators, professionals, governmental employers, and businessmen. The study will include a survey of physical facilities that could be used as sites for off-campus projects, such as banks, businesses, or community centers; an analysis of civic groups, hospitals, museums, and other organizations that could offer training for students; and an evaluation of student attitudes and expectations. The use of programmed instruction, correspondence courses, video cassettes, and cable television will also be examined. To ensure that the external-degree measures of proficiency will be as rigorous as the grading and testing of conventional high school programs, researchers will work out a design for close monitoring of off-campus studies and projects.

Project Director:
Dr. Stephen K. Bailey, Director, Policy Institute, Syracuse University Research Corporation, 723 University Ave., Syracuse, N.Y. 13210.

Published Comment and Reports:
High School Nineteen Eighty: The Shape of the Future in American Secondary Education, Alvin C. Eurich, ed. New York: Dell Publishing Co., 1969.
"High School With No Walls," Henry S. Resnick. **Educational Digest,** March 1970.
"Teaching Methods Challenged," William K. Stevens. **New York Times,** September 7, 1970.

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Drug Abuse

In one of the largest cooperative undertakings by a group of foundations, an independent national agency has been formed to fill serious gaps in society's effort against drug abuse. Known as the **Drug Abuse Council,** the agency was established by the Ford Foundation, Carnegie Corporation, the Commonwealth Fund, and the Henry J. Kaiser Foundation, and other foundations have expressed interest in participating.

The chairman of the council's trustees, Bethuel M. Webster, a former president of the New York City bar association, said the council hopes to improve the quality and quantity of information on what efforts are working to prevent and control drug abuse, and what policies and programs are likely to work.

The aims are to aid professional efforts (governmental and private) on the social, health, and legal aspects of drug abuse, and to dispel with fact and reason the public confusion and fear that hinder an effective attack on the problem.

Over the next five years the council is expected to spend between $10 million and $15 million. The Ford Foundation's initial commitment is **$2 million** for the first year.

According to a report that recommended establishment of the council, conditions in the field are chaotic.* Hundreds of organizations are going in different directions on drug abuse education, treatment, or control with inadequate information and measurement and communication of results.

Evaluations of treatment programs, for example, are sporadic and often of questionable validity. In drug education for the young, controversy swirls about whether to rely on "horror story" approaches or to present candid material and risk inadvertently

*The report, commissioned by the Foundation, will be published later this month as a book, **Dealing With Drug Abuse** (Praeger Publishers, New York).

TITLE I COMPARABILITY ONE YEAR LATER: BETTER, PERHAPS New regulations and new approaches by Federal officials offer a brighter picture of local education agency efforts to comply with the comparability requirements of Title I of the ESEA, the Lawyers' Committee for Civil Rights said in a report released yesterday.

The comparability requirement written into the ESEA in 1970 basically requires that school districts distribute state and local funds more or less equally per pupil before they qualify for Title I compensatory education money. In a September 1972 report, the Lawyers' Committee found more than half the schools in an 80 district survey out of compliance. In this report, "Title I Comparability: One Year Later," authors Daniel Badger and R. Stephen Browning find the problem still exists, but they quote a U.S. Office of Education analysis of 112 districts that shows 38.2 percent of the Title I schools out of compliance with comparability rules.

New Regulations Browning and Badger focus on the new comparability regulations promulgated by OE on June 28, 1973. The old rules (on which the comparison above is based) required each Title I school to be comparable (within five percent) to the average of all non-Title I schools in five areas: ratio of pupils assigned to certified classroom teachers; ratio of pupils assigned to other certified instructional staff; ratio of pupils assigned to non-certified staff; expenditures per pupil for instructional salaries (exclusive of longevity pay); and per pupil expenditures for "other instructional costs." Schools had to be comparable for each area or fail the test.

Under the new rules, the first three requirements are consolidated, and a school must meet only two criteria: ratio of pupils to instructional staff and expenditure per pupil for instructional salaries, excluding longevity pay. Only if it fails one of these two is it subject to the third "ratio," expenditures per pupil for instructional supplies and equipment.

Effect of the New Rules The immediate effect of the new rules is to make things look better. As an example, the report notes that when the 112 school districts in the current sample are analyzed under the new regulations, the non-compliance figure drops from 38.2 percent to 18.6 percent.

Better Chance for Enforcement However, Badger and Browning find two new features "should substantially enhance the prospect for gaining compliance." First, the old rules required an LEA to "submit a plan" for achieving comparability if it was not in line, or as the authors put it, saying "we will do better next time" kept them eligible for funds. Under the new rules, LEAs must reassign staff, count noses, and submit a report of comparable status before they can qualify for Title I funding. The second change requires LEAs to "maintain for each school 'appropriate records' documenting allocation of the educational resources" covered by the rules, and to keep the records open for public inspection.

New Spirit on Enforcement Looking ahead, the authors find hope that the "hands off" approach to enforcement will be replaced by insistence from state and Federal officials on comparability compliance. As an example, they cite Philadelphia, where the city's $20 million Title I allotment for fiscal 1973 was frozen because of a suit charging, in part, that the schools violated comparability requirements. On July 2, the authors report, U.S.O.E. officials "uncharacteristically" refused state officials' special permission to pay out the Philadelphia allotment until it came into compliance. For more information, write the Lawyers' Committee, Suite 520, 733 15th Street, N.W., Washington, D. C. 20005. Telephone (202) 628-6700.

Ford Foundation
Letter

VOL. 3, NO. 4 JUNE 1, 1972

This issue covers the period since April 15, 1972, including new grants and projects and other matters of general interest.

Women's Rights in the Professions

The several directions in which various professions are moving to improve the status of women are illustrated by recent Foundation grants in the law, economics, and higher education:

—for a national symposium at New York University School of Law on the law school curriculum and the legal rights of women, **$12,500** to the **Association of American Law Schools;**

—for a program to promote equality for women in the economics profession, **$25,000** to the **American Economic Association;**

—to help establish a Resource Center for Women in Higher Education, **$50,000** to **Brown University,** the center's headquarters.

In major colleges and universities women represent only about 2 per cent of full professors, and hold few high-level administrative posts. To help remedy these and other inequities, a group of women administrators from six private colleges and universities in New England founded a Regional Resource Center for Women in Higher Education. With Foundation support, the center will develop an informal placement and referral service, prepare position papers on nondiscriminatory personnel policies, meet with college presidents to discuss the status of women, and plan a regional conference of women faculty and administrators.

The American Economic Association (AEA) recently adopted a resolution to encourage the study of economics by more women and to eliminate discrimination in employment by academic institutions and other organizations. To monitor compliance with the principles set forth in the resolution, the AEA established a Commission on the Status of Women in the Profession. The commission, working with association president John Kenneth Galbraith, will check for discrimination against practicing women economists and formulate guidelines for graduate training of women in economics.

In separate studies, committees at the New York University School of Law and the Association of American Law Schools have found that basic courses in law school curricula omit material related to the rights and status of women. Working together, they are preparing a national symposium for law faculty members, to be held at N.Y.U. October 20 and 21. Workshop sessions will deal with constitutional, criminal, family, labor, property, and tax law as they affect a range of matters from discrimination in granting mortgages to harsher sentencing for women than for men for the same crime. Results of the symposium will be sent to law schools. The Foundation's grant matches a grant by the Rockefeller Brothers Fund.

Project Directors:
Sandra Caron, New York University School of Law, 40 Washington Sq. S., New York, N.Y. 10012.
John Kenneth Galbraith, American Economic Association, 1313 21st Ave. S., Nashville, Tenn. 37212.
Dr. Jacquelyn Mattfeld, Brown University, Providence, R.I. 02912.

Published Comment:
"Encountering the Male Establishment: Sex-Status Limits on Women's Careers in the Professions," Cynthia F. Epstein. **American Journal of Sociology,** May 1970.
"University Women's Rights," Deborah Shapley. **Science,** January 14, 1972.
"What Women Really Want on the Campuses," Bernice Sandler. **Chronicle of Higher Education,** April 24, 1972.
"Women in the Professions," Linda S. Fidell and John DeLamater, eds. **American Behavioral Scientist,** November 1971.

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In Search of Energy Policy

Energy is almost an abstraction to the ordinary citizen—unless his lights go out or he has to curtail his air conditioner. But energy and its management vitally affect not only industry and individuals, but national security and the balance of trade as well. Energy consumption and production are also central to the mounting debate over economic growth and its environmental consequences.

Only recently has high-level national concern over the energy crisis been manifest. Existing policies are fragmentary, outmoded, and often contradictory—for example, Federal tax policy encourages the search for natural gas, whereas Federal price controls discourage it. Policy research is minimal. To help resolve the complexities of creating a national energy policy, the Foundation has established a **$2 million Energy Policy Project.** Through a fifteen-month program of studies, the Project will focus on how to ensure adequate energy supplies while striving for environmental goals. Among matters to be explored are the more efficient use of energy, the structure of energy industries, the environmental impact of energy consumption, land-use planning, the management of Federal energy resources, and the effects of tax policies. Study topics will range from fuel policy to building codes, from import quotas to solar energy, from life styles to the balance of payments.

The Project will survey the numerous studies recently initiated, including two undertaken last year with Foundation help by the American Association for the Advancement of Science and the Association of the Bar of the City of New York Fund (see *Letter,* April 15, 1971, p. 2). It will also grant funds to other institutions for research and policy analysis. The hope is that the policy research will help the committees of Congress and the Executive Department engaged in developing a national energy policy.

School Finance

To Via Hall Manderson

EDUCATION DAILY

The American educator's independent, daily news service.

Page 1 Vol. 6, No. 143 July 26, 1973

HOUSE PANEL ELIMINATES "B-OUTS" FROM IMPACT AID The House General Education Subcommittee voted 8 to 3 yesterday to eliminate from eligibility for Impact Aid payments children whose parents live in a school district but are employed on Federal installations outside that district. At the same time, they agreed to fund schools the full cost of education for Type A students, those whose parents live and work on Federal property within the district.

The amendment adopted by the Subcommittee, offered and defended by Rep. Lloyd Meeds (D-Wash.) as part of what he said was an effort to make the program equitable, was opposed by Subcommittee -- and full Education and Labor Committee -- Chairman Carl Perkins (D-Ky.). And it must still survive a vote in the full Committee before even going before the House.

Phase Out B-Outs Under the present law, passed in 1950, Impact Aid can be paid to local education agencies for children whose parents live in a district but work on Federal property outside the district in the state or "within reasonable commuting distance" of the home district. These are "Type B - out" children. "Type B-in" children have parents who live in the district, off Federal property, but work on Federal installations within the district. The present law provides that an LEA is entitled to Federal Impact Aid payments equal to one-half the number of B children -- in and out -- multiplied times the local contribution rate for each child.

The Meeds amendment would eliminate the Type B-out category, leaving B-in eligibility untouched. To soften the blow, it would provide that B-out children could be counted at full eligibility the first fiscal year after passage of the new law (that is, one-half), at one-half eligibility the next year (that is, one-quarter), and only in the third fiscal year after passage eliminating them entirely.

Full Cost of Education Meeds' amendment would also change the formula for Type A children. Presently, Impact Aid entitlements are computed by multiplying Type A's times the local contribution rate for the "second preceeding fiscal year." Meeds' amendment would substitute for the local rate the "current expenditures per child." Aid for Type B-in children would still be computed by multiplying one-half the number of such children times the local rate.

Savings According to Committee estimates, eliminating the "B-outs" would save about $190 million (using fiscal 1974 data), while funding for A students at full educational cost would add about $222 million to the present cost of Impact Aid A payments (again using fiscal 1974 data).

(more)

Capitol Publications, Inc., Suite G-12, 2430 Pennsylvania Ave., N.W., Washington, D.C. 20037 • Telephone: (202) 659-5641
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HOUSE PANEL ELIMINATES "B-OUTS" FROM IMPACT AID (Cont.)

Absorption The present formula in the law requires LEAs to absorb without Federal payments the first 400 or the first three per cent of children otherwise eligible for Impact Aid, although when the cut offs are exceeded, all children are covered by the funds. The Subcommittee adopted an amendment offered by Rep. Alphonzo Bell (R-Cal.) that would require LEAs to absorb the first three percent of Type B children entirely. Districts which get 50 percent or more of their funds from Impact Aid (Bell said there were 37 of these) would not be affected. Bell's original proposal would have made the absorption rate six percent, but the Subcommittee agreed to Rep. William Steiger's (R-Wisc.) change to three percent by a 12 to 2 vote before accepting the Bell amendment 7 to 6.

Slush in Impact Aid The absorption amendment was one of a series Bell has prepared for the Impact Aid sections of the bill as part of an effort to get more money for other programs. "We know there's a lot of slush in the Impact Aid program," he told his colleagues. But more money goes to Impact Aid while ESEA Title I is under-funded, he said. "We're losing in Title I when we overindulge this... The kids in Title I need the money; some of these kids don't."

One other Bell proposal adopted by the Subcommittee yesterday chiefly affected California. This one would eliminate from Impact Aid eligibility children in grades 13 and 14, that is students at junior colleges operated as part of local school districts. It passed on a voice vote.

State Equalization Bell plans to offer the Subcommittee today a re-drafted amendment intended to let state education agencies count Impact Aid funds as local contribution money when state-wide equalization plans are drawn up. Under the proposal as presented yesterday, SEAs could count Impact Aid money if their equalization plan was approved by the U.S. Commissioner of Education after consultation with the Advisory Committee on Intergovernmental Relations. Subcommittee sources said there was apparently "agreement in principle" on the idea, but that the new language would take into account objections raised at yesterday's session.

Meeds Determined to Fund Equity Although Meeds came in for some criticism from representatives of local districts who would be affected by the amendments he has proposed, he told them they had been warned for years to come up with their own proposals for reforming Impact Aid, and failed to do so. "I'm serious about making the Impact Aid formula equitable," he said.

Table of Estimates The table below summarizes estimated changes the Meeds amendment would make in the allocations of five sample states:

State	Loss of "B" Entitlement if "B-outs" excluded	Gain in "A" Entitlement if paid at full cost
California	$ 24,052,000	$ 37,093,000
Georgia	5,520,000	1,836,000
Nebraska	811,000	2,191,000
Ohio	5,683,000	1,996,000
Wisconsin	1,009,000	700,000

CHANGE EYED FOR ESEA The Federal government has "never implemented" the Elementary and Secondary Education Act of 1965 because "we have never once appropriated ... what was intended in that bill," State Superintendent of West Virginia Schools Daniel Taylor told the Senate Education Subcommittee yesterday. Representatives of three major national education organizations offered tentative proposals for increasing the Federal role in education, with ideas ranging from the Council of Chief State School Officer's comprehensive grant consolidation plan to the National Education Association's familiar general aid to education bill, with the National School Boards Association's "balance of general aid and categorical aid" falling somewhere in between.

The hearing was limited to the critical categorical aid versus grant consolidation debate on which the shape of future Federal education legislation apparently hinges. Subcommittee Chairman Claiborne Pell (D-R.I.) plans to hold hearings according to subject area, and another hearing on the administration's Better Schools Act will be followed by hearings on impact aid, the Title I formula and school finance. The subcommittee expects to start writing a bill in October.

Opposed to BSA The three organizations, half of the so-called Big Six, disagreed in their methods for achieving greater Federal aid to education, but they were unanimous in their distaste for the Better Schools Act. None of their counter-proposals are expected to be passed intact by Congress, but bits of each will probably appear in the new ESEA amendments.

Taylor, speaking for the CCSSO, said increased Federal aid would be possible in large-scale grant consolidation because it would involve more school districts in Federal programs than under the current system, which generally reaches only those districts with concentrations of specific categories of children. There must be a broader, simplified and more stable system, he said, and "Congress must 'bite the bullet' by legislating consolidation of existing programs, along with new distribution patterns including some substantial expansion, and the shifting of adequate administrative responsibility to the states." Taylor said increasing state and local authority over "a simplified, consolidated administration of Federal funds will increase consumer confidence in the system."

The Chiefs proposed that consolidation of existing programs be effective only when appropriations are increased, with allowance for inflationary increases in the cost of education. The CCSSO offered three areas of aid: a general category including ESEA II, ESEA V-A and V-C, NDEA III, Vocational Education part B, and adult education; an innovative category including ESEA III, all EPDA programs, ESEA V-B, and drug and environmental education; and a disadvantaged area including ESEA I, an new $1.5 billion Title I project grant program, and the traditional project grants for the Teacher Corps, Head Start, ESEA VII, Follow Through, and Dropout Prevention.

NSBA Counteroffer The NSBA believes "much of the administrative cost, delays, constrictions, and inequities associated with the management of existing programs can be eliminated through a program consolidation, which, at the same time protects the overall Federal priority of the categories," President Barbara Reimers said.

The NSBA would rather have Congress "estimate the dollar need of each Federal priority program" in a consolidated package and send the funds to the states, which would

(more)

CHANGE EYED FOR ESEA (Cont.) send most to the local school districts. Program included in the NSBA proposal were ESEA Titles I, II, III, V, VII, VIII, education of the handicapped, NDEA III, some vocational education programs, adult education, school lunches, Follow Through, and Head Start. Additional programs could be included, NSBA said, as long as local formula grants such as impact aid or ESEA I were not touched.

As in the CCSSO proposal, NSBA suggested that program consolidation will not occur unless appropriations are increased at least to reflect the yearly increase in the cost of education. Funds would go to the states according to the number of children, state effort measured by per pupil spending and state per capita income. NSBA also proposed changing the Title I formula to base it on the same factors: number of students, state effort and wealth.

NEA Favors Continuation NEA government relations chief Stanley McFarland said his organization favors a basic continuation of the existing programs, supplemented by general assistance. He objected to the Better Schools Act because its "intent was to reduce funds" and the administration "consolidated the wrong programs" by proposing to shift formula grants to the states and keep discretionary programs in Washington.

He said NEA would prefer the states to administer the discretionary funds, largely because of the Office of Education's "misuse of discretionary funds." Existing vocational education programs could easily be consolidated, he said, as could interrelated programs such as ESEA II and III, ESEA V and NDEA III. But "developmental" programs such as education of the handicapped or bilingual education should not be put into a consolidated pot because categorization "protects" the purposes of the programs.

HEW MAY AX SEVERAL ADVISORY COUNCILS Although HEW Secretary Caspar Weinberger announced July 23 that he would "recommend to the Director of the Office of Management and Budget that legislation be drawn up to repeal... 15 statutorily enacted advisory" councils, HEW said yesterday the announcement is not accurate and will be modified.

The list of the 15 advisory councils to be eliminated was available last week and included the National Advisory Council on Vocational Education, the National Advisory Council on Adult Education and the National Advisory Council on the Education of the Disadvantaged.

The list was withdrawn when it was determined that the list's author had not cleared it with the Office of the Assistant Secretary for Legislation. According to a staff member in that office, Weinberger will continue to support the repeal of the advisory councils under the Better Schools Act but it is unclear if he will recommend additional legislation to eliminate others. If Weinberger decides to seek new repeal legislation, the final list of the councils to be eliminated will be released formally today.

VA OPPOSES EXTENSION OF VETERANS BENEFITS The Veterans Administration told the Congress Tuesday that it opposes the extension or expansion of veterans educational benefits because the VA's only job should be to help veterans adjust from military service to civilian life and not "to deal with social problems and changes affecting the population at large."

At hearings before the House Veteran's Affairs Committee, Deputy Chief VA Benefits Director Blake Turner said the administration opposed all of a large number of bills being considered by the Committee which seek to extend the time limit on veterans educational benefits. Reading from a prepared statement by Chief Benefits Director Odell Vaughn, Turner did advocate that special "private legislation" be passed to extend the time period for 17 out of 24 civilian POWs who missed out on their former veterans' benefits because of imprisonment. (The 17 had left the service, returned to Vietnam as civilians, been captured and their benefits expired while they were POWs.)

Limited Role "The underlying purpose of all three of the G.I. Bill educational assistance programs has been to aid veterans adjust from military to civilian life by affording them financial assistance to obtain an educational status they might normally have aspired to and obtained had they not served their country in time of national emergency," Turner told the Committee, "It has never been contemplated that this assistance was to be a continuing benefit."

Turner went on to point out that the VA was not designed to redress social inequities or deal with societal problems and therefore could not extend its benefits to cover veterans throughout their lives. "We believe that the eight-year time limitation provided in current law is an adequate period within which to meet the readjustment concept of the G.I. Bill program and the VA, therefore, opposes any extension of this time limitation," he told the Committee.

CABLECASTING GUIDEBOOK READY The NCTA Cablecasting Guidebook, a 250-page compendium of cable television programming ideas, suggestions, and tips is now available. The Guidebook includes programming information contributed by 178 large and small cable systems in 39 states and Canada, and contains descriptions of 525 program ideas actually used by cable operators.

Included in the publication are entries under education, public access, community services, news, medical, sports, political programs, children's shows, entertainment, how-to-do-it and hobbies, and others. The Cablecasting Guidebook also includes listings of sources for free programs, program distributors, and a section on practical tips for setting up and managing a cablecasting operation.

The Guidebook was compiled by the National Cable Television Association staff under the direction of the association's Community Services Committee. The cost is $15.00 per copy for NCTA members and $30.00 for others. Orders, accompanied by check or money order, should be sent to Brian Owens, Cablecasting coordinator, NCTA, 918 - 16th St., N.W., Washington, D. C.

ONE THIRD OF 1971-72's EMPLOYED GRADS ARE TEACHERS Of those 735,000 men and women who received baccalaureate and advanced degrees between July 1971 and June 1972 and who were counted in the labor force, some 666,000 were employed as of October 1972 and 33.6 percent of these were in teaching jobs, according to a special survey conducted as a supplement to the October 1972 Current Population Survey. Three quarters of the graduates had earned baccalaureates and most of the rest, master's.

The survey, which was made by the Bureau of the Census for the Bureau of Labor Statistics and financed by HEW's Office of Education, found that 82 percent of those working had jobs directly or somewhat related to their majors. Of those who were not working in their major fields of study, about 20 percent said that little or none of their training was used in their jobs. As is to be expected, DOL said, advanced degree recipients were more likely than baccalaureates to be in directly related work and to be using much of their training. Among employed degree recipients with majors in the four fields of study in which three quarters of the graduates had concentrated -- education, social sciences, business or commerce and the humanities -- education majors were the most likely to be using their training.

About 350,000 -- more than half -- of the employed men and women had obtained their jobs without having to look for them after completing degree requirements. In most cases they were in jobs which they had held or arranged for while completing degree requirements. About 36 percent of the men and women who had to look for work after finishing school had been unemployed less than five weeks, and 45 percent, five to fourteen weeks.

The largest proportion (63 percent) of the employed men and women were in professional occupations, and almost half of the women(who accounted for 42 percent of the degree recipients) and a fourth of the men were in teaching jobs. In non-professional occupations, men were most likely to be in managerial-administrative jobs, and women, in clerical ones.

Annual rates of pay were considerably higher for the advanced degree recipients than for the baccalaureates. Among full-time workers, median annual wages were $9,600 for those with advanced degrees, compared with $7,200 for baccalaureates. Men's earnings were higher than women's -- among baccalaureates working full time, 63 percent of the men, compared with 44 percent of the women, were making $7,000 a year or more. Black men and women totalled 31,000 or four percent of the 794,000 degree recipients (this includes those not in the labor force), a number too small for deriving reliable estimates of their characteristics.

The Unemployed Some 70,000 in the labor force were not working -- an unemployment rate of 9.4 percent (the same as the rate a year earlier for men and women who received degrees between January 1970 and October 1971). The unemployment rates of the men and women did not differ significantly, but baccalaureates had a much higher rate than those with advanced degrees and graduates with majors in social sciences and the humanities had appreciably higher rates than those with majors in other fields.

Copies of Employment of Recent College Graduates (Special Labor Force Report 151) are available at no charge from the Office of Publications, Bureau of Labor Statistics, U.S. Department of Labor, Washington, D. C.

Selected Finance

THE JOURNAL OF

human resources

EDUCATION, MANPOWER, AND WELFARE POLICIES

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3330 N STREET NORTHWEST
WASHINGTON, D. C. 20007

May 16

Dear Emory,

Many thanks for your note, but as it turns out I can't go to South Carolina after all. The plane connections from here are dreadful - I'd have to go down the day before, both down and back through Atlanta, getting back late that night - and my benefit from that meeting doesn't seem to match that input (as we say in school finance). I had thought I could do it on the day, but we have a commitment the night before.

If you go, be sure to tell me your impressions. In any case, I'll be talking to Hayes at length afterward.

I'll be sending a first draft of all but the last chapter (Southern activities) tomorrow or the next day. I had a clean copy typed of what I had done, and it turned out to be so long and tedious that I've cut pages of it out - it's still not a swinging document by a long shot. But I'll send it down anyway and let everybody pick it apart while I finish the last bit. Just bear in mind that it's not a final product.

Best,

Jimmy

P.S. I'd like to try to go to the ETS meeting Friday, especially to hear Michael Kirst — but it's a hectic day here, we'll have to see how it goes.

ETF — School Fin.

Follow-up State Conference

L.H. for Contacts & field work

A PROPOSAL

TO PROVIDE TECHNICAL ASSISTANCE AND TRAINING AND EMERGENCY FINANCIAL ASSISTANCE TO GRASS-ROOT COOPERATIVE ENTERPRISES IN THE SOUTHERN AND BORDER STATES

Submitted to:

U. S. Office of Economic Opportunity

Submitted by:

FEDERATION OF SOUTHERN COOPERATIVES
52 Fairlie Street, N.W.
Atlanta, Georgia 30303

INTRODUCTION

The rural South's desperate poverty and ecomomic underdevelopment have been closely scrutinized and carefully catalogued in the past few years. A sampling of statistics compiled by the U. S. Bureau of the Census shows that as of 1960:

- 44% of the poverty in the U. S. is located in the Southern states;
- close to half the families of the rural South are poor;
- 25% of Southern rural families have an annual income of less than $2,000.00;
- 29 of the nation's poorest 30 congressional districts are in the South;
- 35% of all housing in the region is classified as dilapidated;
- 46% of rural whites and 82% of rural Negroes in the South twenty-five years of age and older have completed fewer than eight years of formal education (and that little in woefully inadequate schools);
- 80% of Southern Negroes, or about 9,000,000 out of 11,600,000 are poor;
- 40% of Southern whites are poor;

- mechanization of agri-businesses in the region are displacing 45% of the agriculture work force every decade.

The 1960 Census and other data collected by the Bureau of the Census in connection with the Economic Opportunity Act of 1964 and the Voting Rights Act of 1965 show that the out-migration of rural poor families is incressing at an alarming rate. It is clear to most observers that this migration from Southern farms to northern ghettos is no solution to the problems of poverty in the South and in the nation. The problem is a national problem which the Federation believes must be resolved at the source -- in Southern rural towns and farming communities.

The range of choices for the rural poor in this region particularly for Negroes, is becoming increasingly restricted. They, too, see that flight to the cities offers little hope; they can see themselves being displaced by machines. They know that for every thousand acres of cotton or soybeans that are mechanically cultivated and harvested, fifty rural families become "surplus labor" in the economy. How a "surplus family" can obtain a decent standard of living after being displaced from the economy is the most important question which the United States must answer.

The cities obviously cannot absorb many more unskilled agrarian migrants. Agri-business is displacing the plantation system and doesn't need a large pool of unskilled farm labor. There is, however, a place for these people in the U.S. economy. As long as so many citizens in the nation are ill-fed, ill-housed,

and ill-clothed, there is a need for more production of food, housing, anc clothing. Some types of agriculture have resisted mechanization, notably vegetable and specialty crops. There are still areas of production which require intensive labor resources. Some of these, especially agriculture and cottage industries, are viable alternatives for poor Southerners.

One notable difference in the life styles of the poor and the affluent is that the poor adhere to a fatalism about themselves and a feeling that they have no influence on the events which control their destinies. This has developed out of a generational pattern of complete dependence -- for the sustenance of life, for good name and reputation, for the right to live -- on forces over which they had no control. Therefore, we feel that the poor in the South need to be assisted in staying in the South, using and incresing their skills, and most importantly, establishing and controlling their own economic arrangements.

The economic tool which best meets these needs is cooperative enterprises. Organizers in the South over the past few years have found that cooperatives offer the best vehicle for organizing the poor to increase their income levels, to develop their human resources, and to influence their destiny.

Cooperative enterprises can accomplish this because:

- economically, cooperatives can obtain lower production costs and higher marketing prices;
- personally, cooperative businesses demand that the membership assume leadership positions, and

through the democratic, one man-one vote provisions of cooperatives, demand that every member be involved in decision-making;

- socially, co-ops offer the poor a power base from which to influence the total community to obtain better schools, better public services, open access to the public resources of the community.

Co-ops have proven that they can offer these values to the community. The problems involved in organizing a people who have never been involved in determining their futures are legion. The needs of the poor, including the poor who work toward cooperative ventures, are so numerous and so varied that it would be impossible to offer any unnecessary basic service. The poor need everything, from basic health and education to ego development and technical skills required in operating a business.

Although the situation of many poor southerners, regardless of race, is desperate and becoming increasingly more so, and in spite of the problems of organizing successful cooperative enterprises among such an ill-educated, unskilled population, the grass-root cooperatives who are members of the Federation have entertained enough success to offer hope to this vast hopeless populace. Some of the co-ops have increased their members incomes and have removed some of the crippling dependence on antagonistic forces within the community. These successes encourage us to work

toward increased cooperativism through which poor people can increase incomes, create and train to fill jobs servicing their own needs and enterprises, and provide themselves with a viable economic and social alternative to the dismal future offered by traditional uses of their labor and their being in the Southern rural economy and society.

THE FEDERATION OF SOUTHERN COOPERATIVES

The Federation of Southern Cooperatives was formed in March 1967 by representatives of twenty-two grass-root cooperatives in the South, representing membership of about 5,500 families. It is incorporated in Washington, D.C. as a cooperative with a broad charter permitting it to function in a variety of areas of service. Essentially the Federation fulfills a service role, and cooperatives are eligible to join as soon as they are incorporated. The member cooperatives are diverse, including labor cooperatives such as sewing cooperative plants, farm and marketing cooperatives, consumer cooperatives, and cottage industry cooperatives, and savings and loan cooperatives (credit unions).

At the First Annual Meeting of the Federation in March 1968, additional cooperatives were voted into membership, making a total of thirty-eight cooperatives representing approximately 12,000 families. A Data Sheet on each of the cooperatives is attached.

Most of our member cooperatives were organized out of desperation rather than economic planning. Accordingly, the Federation was organized out of the same desperation. The individual co-ops were having difficulty obtaining needed services and technical assistance, and hoped that one agency representing and servicing all co-ops would be more successful.

The organizing cooperatives of the Federation, and subsequent members, intend that the co-ops, as they become profitable,

support the work of the Federation. This was formalized at the First Annual Meeting with a resolution which was unanimously passed stating:

> For the year 1968 membership dues shall range from $5.00 to $50.00 with the individual co-ops deciding for themselves how much they are to pay.
>
> For the year 1969 and thereafter a committee be appointed by the Board of Directors to include Board members and other individuals from the Federation membership to determine the method of determining dues. This committee wil consider the questions raised at the organizational meeting of the Federation, namely, size, assets, and earnings of the co-op.

For the present, and for the near future, however, the Federation must seek outside funds from charitable and governmental agencies to provide the services cooperatives must have to succeed.

We are therefore asking the U.S. Office of Economic Opportunity, under Title II-A, Section 207 of the Economic Opportunity Act of 1964, to consider granting monies to provide a staff of technical assistants to work with co-ops.

This staff will not duplicate the services of existing agencies, because those agencies, such as departments of the U. S. Department of Agriculture, the established cooperative movement, and private concerns, do not offer their assistance to the cooperative efforts of poor people in the South. Cooperatives, if they attain enough strength -- which we think they will with the technical assistance of the staff we are herewith requesting -- can demand equal consideration from these agencies. It seems hopeful that within three years, present cooperatives will not

require experts to serve as liason between the co-op and the existing resources.

At present, however, our member cooperatives require immediate expertise and training in developing markets and marketing skills, planning expansion, studying and implementing crop diversification, accounting and bookkeeping procedures, modern business practices, securing credit, and involving members in the affairs of the co-op.

We are requesting funds to enable the Federation to provide the following services:

I. Management Services and Training

II. Accounting and Bookkeeping Services and Training

III. Marketing Services and Training

IV. Agricultural Services and Education

V. Credit Union Assistance

VI. Resource Development and Research

VII. Emergency Revolving Loan Fund

VIII. Emergency Grant and Management Subsidy Fund

IX. Consultants

X. Training Seminars

I. MANAGEMENT SERVICES AND TRAINING

The Need. Cooperatives are operating with managers who come from the co-op, and thus have been subject to the educational and experiential deprivation common to poor rural Southerners. Managers are asking the Federation now, as they have asked other agencies before but to no avail, for assistance in gaining the skills and know-how they need to perform ably as managers. Problem areas managers have articulated to us include supervision and manpower utilization, the manager's relationship to the board, the employees, and the membership, the logistics of fulfilling contracts to specifications, motivating members to fuller participation in the affairs of the cooperative, operating the co-operative in the most profitable manner as it relates to outside businesses, and projecting long-and short-term plans.

Services to be provided by this project. The personnel provided by this project would render the following assistance:

- immediate assistance on a crash program basis;
- educational services not only for present managers, but also for other members of the cooperative who would be capable of serving as managers.

The management specialist would provide educational and technical assistance in the following areas:

- general management practices;
- employee relations and manpower utilization;
- projecting a budget, and operating the business of the cooperative on a budget;
- long- and short-term planning;
- the manager's role in relation to the board, the membership and to employees;
- relationships with businesses with which the cooperative deals;
- planning for reports to the membership;
- computing and budgeting for federal, state, and business taxes;
- establishing satisfactory inventory control;
- education and increased participation of members in the co-op;
- purchasing - quantity pruchasing, discounts, quality, service;
- selling - developing ability and confidence to relate to buyers; establishing good contacts, outlets;
- paying bills - discounts for prompt payment of bills, credit and cash arrangements, bank or other lines of credit, importance of maintaining credit;
- relating marketing and accounting to management.

These services would be provided to each cooperative individually and these and other subjects of interest to managers would be covered in educational workshops or seminars. The management specialist would plan and conduct such educational programs, working with the education specialist in designing and producing education aids, including printed materials, audio-visual aids, and other useful materials.

Personnel. To carry out this program, we are asking for funds to provide a business management specialist and consultants as needed.

Qaulifications. Extensive experience in the area of business management, especially small business management, and special skills in communicating business practices to persons who are highly motivated to learn though possessing little formal education.

II. ACCOUNTING AND BOOKKEEPING SERVICES AND TRAINING

The Need. Our cooperatives are suffering from inadequate accounting and bookkeeping services in two ways. First, the daily bookkeeping practices are inadequate to reflect the financial affairs of the co-op; secondly, annual audits and financial reports are poorly prepared and professional assistance is priced beyond the means of the cooperative.

There is great need for the services of a Certified Public Accountant, and for bookkeeping services and training. The co-op members who are now acting as bookkeepers have shown aptitude but need help in understanding the basic procedures involved in the preparation and certification of annual reports, and more importantly, need ongoing training and consultation programs to help them apply standard procedures, intensify inventory control measures, and generally reap the benefits of knowing how to keep orderly and accurate books.

Services to be provided by this project. This project would provide professional assistance which would:

- work with individual bookkeepers in setting up standard bookkeeping procedures;
- train co-op bookkeepers both in on-the-job consultations and in training sessions for all bookkeepers;
- prepare financial statements and an annual audit for each co-op;

- work with the business management specialist to assure accurate interpretation of books and reports.

Personnel. To carry out this program, we propose to add to the Federation staff one Certified Public Accountant, a secretary-bookkeeper, and consultants as needed.

Qualifications.

A. Accountant. This person should have several years experience in setting up books and working with small businesses and be able to communicate bookkeeping practices and principles to our members' bookkeepers.

B. Secretary-Bookkeeper. This position calls for experience both in secretarial and bookkeeping fields.

III. MARKETING SERVICES

The Need. Grass-root cooperatives in the South were organized out of a dire need to obtain better prices on supplies and equipment and to obtain better selling prices for their products. Consequently, farmers tended to continue to produce the same crop they had been growing, cooperating to the extent of joint marketing and purchasing. This sufficed as an organizational tool and offered some relief for the moment; however, if the cooperatives are to succeed economically, they must begin, as any traditional business would, with thorough cost analyses, profit margins estimates, market prospect analyses, and investigate the possibility of diversification of products.

This, of course, is the job of the manager. Our managers, as previously stated, must be trained in order to perform these tasks, and in the meantime, the markets must be found for products so that the cooperatives can exist. The immediate need is for professional services and training in the areas of:

1. Market availability analysis
2. Quantitative and qualitative analysis of production potential as it relates to market demands.
3. Fuller utilization of existing markets
4. Market development.

Services to be provided by this proposal. Funds would be expended under this project to provide programs and full-time personnel which would:

- evaluate present production in terms of quantity, quality, and marketability, and obtain the best possible markets;
- investigate other products or crops, working in close cooperation with the agricultural specialist and consultants, to determine the feasibility of diversifying or changing to other products -- considering not only the marketability of a product, but also evaluating the labor resources within the cooperatives and fitting the production of the new product into the overall picture of the cooperative;
- work with managers and employees of the co-ops to insure that orders are filled according to the specifications of the buyer;
- locate new markets;
- develop human resources with sensitivity to markets and explain advantages of new products to co-op members;
- work with the Federation's education program in designing and carrying out any necessary re-training;
- develop centralized marketing and purchasing;
- work in cooperation with the business management specialist and others toward trademarks, public relations, and advertising;

- obtain consultants as needed in specialty markets;
- work toward development of markets, especially for food products, in urban poor communities;
- train managers of cooperatives in the wilderness of marketing.

Personnel. To staff this effort, we are asking for funds to hire a marketing specialist and necessary consultants.

Qualifications. The position of marketing specialist demands a person with extensive experience and contacts in agricultural markets and with general knowledge of marketing in other areas, i.e., handicraft-gift items, processed food, sewing products, and other products from the cooperatives. This staff person must be able to obtain markets, effectively utilize consultants, and train managers and other cooperative personnel.

IV. AGRICULTURAL ECONOMIST

The Need. The members of our agricultural cooperatives come from the Black Belt of the South and have been primarily one -crop-- usually cotton -- farmers. Mechanization and overproduction, combined with decreasing allotments, are rapidly making this type of farming unprofitable for small farmers.

The management, accounting, and marketing skills we are proposing to bring to the cooperatives will be of little value unless their knowledge of production methods can be broadened to permit diversification of crops (particularly vegetable and other intensive labor crops) which are best suited to the demands of present markets and which will provide a selling point in market development efforts.

These agricultural services are provided in the South to some farmers by various state and governmental agencies; our member cooperatives, however, have been unable to obtain these services. (This is carefully documented in the Civil Rights Commission's report, Equal Opportunities in Farm Programs.)

This knowledge, then,is unavailable to our farmers. In addition, modern agricultural techniques -- soil conservation methods, research in seed quality and hybridization, etc. -- are almost unknown among small Southern farmers.

Our agricultural cooperatives are in urgent need for professional services, education, and demonstration projects in these areas.

Services to be provided under this project. Funds would be expended to acquire the services of an agricultural economist working to:

- locate the level within the U.S. Department of Agriculture at which their services, such as soil testing, experiment station reports, etc. can be made available to our members;
- provide technical information such as fertilizers, insecticides, planting times, and cultivation practics to members;
- provide information and assistance concerning government financial assistance programs for farmers;
- develop a system of creating and distributing information in all the above areas to cooperative members in the most usable form;
- provide educational services to farmers, particularly in the above areas;
- determine the feasibility of growing products recommended by the marketing specialist.

Personnel. These services can be provided only by an agricultural specialist; we would seek one with extensive knowledge and with experience in transmitting this knowledge to farmers.

Qualifications. It is essential that this staff person have extensive experience in agriculture and knowledge of state and federal programs of assistance to farmers. In addition, experience in educational work with farmers would be required.

V. CREDIT UNION ASSISTANCE

The Need. The credit union movement is experiencing all the familiar growing pains of cooperatives in addition to encountering a few problems that are unique to credit unions.

The nature of a credit union demands, in many ways, a greater understanding of cooperativism than other sorts of co-operative ventures. The sole material commodity is money. What little of it the members can spare they are expected to trust a few neighbors to handle. There is no spirit of working together to achieve a common goal. Instead, the people use a credit union as a savings institution, and many do see it as an institution when their paths cross occasionly.

To these three basic problems -- distrust among membership, view of the credit union as a bank and the debilitating lack of unity -- are added several other handicaps.

1. Poor people, rural or urban, usually don't have regular incomes adequate to cover living costs, and especially don't have enough to invest in a credit union.
2. Loan companies and "charge account" stores already have them indebted far beyond their ability to pay.
3. Collecting loans is difficult, resulting from lack of unity and education, and resulting in loss of faith in the credit union.

This is a realistic but gloomy picture of credit unions which might indicate that the whole notion of credit unions for the poor be best abandoned. The fact remains, however, that the poor have no other alternative to low interest loans. Loan sharks, furniture companies, pawn shops -- the poor's only alternative sources of credit, since they don't have the collateral or income stability to meet bank requirements -- come with interest rates and "charges" for one thing or another beginning around 35% and ranging beyond 100%.

Credit unions have encountered enough success since the movement started to prove that credit unions among poor citizens, with the proper organizational and technical skills, can succeed.

Services to be provided by this proposal. We are, therefore, requesting funds to provide professional expertise to the managers, committees, and members of credit unions. To provide this expertise, we are requesting funds to provide on the Federation's staff a person with special competence in credit union management and organization. He would:

- work with the manager of the credit union to increase good business practices;
- work with the bookkeeper of the credit union to assure that the books are well-kept;
- work with the credit union personnel on delinquency control, the largest single problem of credit unions;
- work with the credit union personnel on programs of

membership education and increased membership participation;

- work with the three major committees (education committee, supervisory committee, and credit committee) to increase understanding of the committees' role and responsibilities to the credit union;
- provide expertise in expanding membership and thereby rescurces and services;
- plan and conduct educational workshops and seminars for credit union personnel;
- encourage and provide assistance to organizers of other credit unions;
- serve as consultant and troubleshooter to any low income credit union on call.

Personnel. This program would require the services of a credit union specialist.

Qualifications. It will require someone from the credit union movement to fill this position. He will need to know in great detail the workings of a credit union and the philosophy of cooperativism. He will need firsthand experience - and success - in dealing with the problems of credit unions.

VI. RESOURCE DEVELOPMENT AND RESEARCH SPECIALIST

The Need. The Federation is a new agency and is working in an entirely new direction to alleviate some of the problems of poor people in the South. It will be vital to this project to have one staff member whose responsibility it will be to evaluate the success of various techniques and to explore additional areas of service needed by member cooperatives. In addition, the above specialists will be accumulating a wealth of data, and we feel that it is important to compile and analyze these data to draw an overall picture of what is being done and how effective it is.

Services to be privided by this project. We are therefore requesting monies to obtain the services of a resource development and research specialist. He would devote himself to the following activities:

- compiling statistical data originating from the marketing, management, accounting, agricultural, and credit union specialists;
- coordinating activities of the professional staff provided under this proposal with other Federation professional staff, as well as with each other;
- evaluating the work of the technical staff and making recommendations for different approaches;
- distributing in a useful form information relating to better cooperative practices;
- appraising the short- and long-term needs of the

Federation's member co-ops, and developing ideas for filling these needs;

- working closely with education specialist of the Federation to insure adequate distribution of information to members;
- exploring new areas of service for the Federation, such as preventive medicine, basic remedial education, etc.

Personnel. We feel that these functions are vital and so time-consuming that we are requesting funds for a full-time staff person to fill them.

Qualifications. This position calls for general skills in locating a wide range of types of information and for a creative understanding of the possibilities of cooperation among poor people. It also calls for someone with an especially strong commitment to cooperativism and interpersonal abilities to relate closely with cooperative members.

VII. EMERGENCY LOAN FUND

The Need. Any appraisal of the potential for low-income Southerners to operate successful cooperatives must deal with the fact that low-income people don't have access to adequate capital for initial operating expenses. Individuals going into business for themselves are usually advised agiinst it unless they have enough capital to operate two or more years before showing a profit. The poor have neither that much capital nor that much time to wait for returns. The little money members can invest in the cooperative comes from already inhumanly meager grocery money, and represents a large sacrifice on their parts.

Low-income families also must realize some income from the cooperative in a relatively short time in order to survive and to continue to have faith in the cooperative.

The paradox of the American economy is that while there is so much wealth, there is so little willingness to invest in poor people's enterprises. Private concerns think in terms of collateral, and the only collateral poor people have is their persons, their children, and their meager hopes for a better future. They have nothing of value for a bank or investment corporation to repossess. And government programs of assistance to rural families are notoriously discriminatory; while we hope to help change this, at the present these programs are of little immediate value to our members.

A basic element in the life-style of the poor is the lack of future-oriented planning. Therefore, when our member cooperatives discover a specific financial need, it is an immediate one. With management training we hope to develop the concept of long-range planning which will give the cooperatives time to engage in lengthy negotiations with other funding agencies.

Services to be provided by this project. Perhaps the best way to demonstrate the need for a revolving loan fund is to provide illustrations growing out of our member cooperatives. Four such illustrations are listed below.

(1) Grand Marie Vegetable Producers Cooperative Association members harvest their sweet potatoes and bring them to the co-op's kiln which dries and crates the potatoes and finds markets. The co-op can obtain a much better price for the potatoes if they hold them past the harvest season; thus, if a member can wait for a few months, he can realize substantially more income than if he sells immediately.

White farmers and buyers in the area, however, realize that most of the members cannot afford to wait a few months for cash income; they offer to purchase the potatoes immediately, at a reduced price. The Grand Marie co-op has already lost over one hundred members this way. It is a saddening development, but an understandable one when one considers that for most of these farmers it has been almost a year since any money was coming into the family.

With emergency loan funds, the Federation could loan a co-op in this situation immediate money to pay the farmers a portion of the value of their potatoes at harvest time, paying the farmer the remainder of the value of his crop and repaying the Federation with proceeds from the sale of the product. In this situation, the loan money would be tied up for a maximum of three months, and would be more than adequately secured by the "collateral", potatoes.

(2) The Green-Hale Counties Sewing Cooperative is likely to receive a sub-contract to go into production soon. The prime contractor, however, will not provide machinery needed to fill the contract. The co-op has no line of credit with suppliers of machinery and thread, and will need to begin production within a few days after the contract is signed. With emergency loan funds, the Federation could provide the co-op with money to purchase or lease the needed machines and purchase the thread to fill the contract, and would be repaid from earnings from the contract.

(3) A situation recently arose in Sumter County, Alabama, in which a landlord was offering to sell 901 acres of valuable farm land to the forty tenant farmers presently living on and working the place. It is a rare occasion in the Black Belt when a white landowner is even willing to sell land to black farmers, and this situation is even rarer in that he did not overcharge them for it.

In order to take advantage of this opportunity, however, the forty families had to somehow come up with $3,500.00 in "earnest money" to pay for the option on the land pending FHA negotiations for a loan. (In this instance, the money was raised by contributions from the Southern Regional Council, the American Friends Service Committee, and the Southern Cooperative Development Program, with the Federation standing by to make up any deficit). This "earnest money" is repaid by the FHA loan, assuming that FHA can be persuaded to provide the loan. Thus, there is some risk in providing such a loan, but with emergency funds to provide the option before The Man changes his mind, and a technical staff knowledgable about FHA and its funding procedures, that risk could be minimized.

(4) It is difficult to illustrate the need for loans to individual co-op members without seeming to dramatically overstate the case. The fact is, however, that some members and more potential members of our cooperatives are being held in economic slavery to antagonistic powers within their communities. In the Greenwood cooperative grocery store, for example, some desperately poor people cannot patronize the co-op store and thereby reap the advantages of the co-op, because they have been warned by the local merchant -- who holds them in bondage through the extension of credit -- that if they shop the co-op store, they will be presented with an immediate demand for payment of their accounts with him in full. In this situation their very real choice is between ten years in Parchman Penitentiary or not shopping in the cooperative store.

VIII. EMERGENCY GRAND AND MANAGEMENT SUBSIDY FUND

The Need. All the needs listed throughout this proposal apply to this category of assistance. In addition, at this point it would be appropriate to remember that the Federation is dealing with the hardest of the hard core rural poor, the most forgotten of the forgotten people. Loans of the type mentioned in Section VII are somewhat risky in traditional business terms, but there is a good prospect that they can be repaid.

Some members of the Federation and other emerging cooperatives in this region, however, are on such shakey ground that it will be necessary to provide management subsidies and overhead expenses for at least the first year of operation. To shackle a co-op of this sort with a large debt in the beginning would hamper its potential growth.

Services to be provided under this proposal. Therefore, we are requesting funds to be provided to cooperatives as emergency grants and management subsidy and overhead expenses.

IX. CONSULTANTS

The Need. With a group of business enterprises as diverse as our membership, it will be impossible in some categories of assistance listed above to obtain one person who can effectively service all the co-ops. For example, the marketing specialist will have particular expertise in marketing agricultural products, and will need consultants in other marketing fields to obtain markets for other types of products.

We will also want the assistance of other specialists, particularly educators, in helping conduct educational seminars.

Services to be provided by this project. We are requesting funds to employ on an as-needed basis outside consultants to perform the following services:

- obtain specialty markets;
- assist the management specialist in providing management services and training;
- assist the accounting staff in providing accounting and bookkeeping services and training;
- assist the agricultural specialist with obtaining and distributing technical information in this area;
- assist the marketing specialist with services and training, and work especially in the area of trademarks, public relations, and advertising;
- work with the credit union specialist on specific problems of credit unions;

- assist in resource development and research relevant to our members' needs;
- assist the Federation's education staff in preparing printed and audio-visual materials in the above areas.

Personnel. These services can be most efficiently provided by consultants retained on as as-needed basis.

Qualifications. These persons must have demonstrated ability to perform well in the particular area in which they are retained to provide services and/or training.

X. TRAINING SEMINARS

The Need. The most effective method for transmitting knowledge and increasing skill levels of individuals, and the least costly, is to bring a number of people with similar concerns to a central location for intensive training seminars. Five areas of service requested under this proposal especially lend themselves to effective trianing via the seminar approach: management, accounting and bookkeeping, marketing, agriculture, and credit unions.

Training in these areas is vital to the future of our member cooperatives because they cannot always rely on outside assistance, nor should they need to. Employees of our cooperatives have demonstrated ability and determination to learn, and have eagerly accepted the two seminars conducted by the Federation to date -- in management and bookkeeping.

Trained personnel in a cooperative has a very positive and rippling effect on the membership: it enables the cooperative to function in a more business-like, and a more successful manner, thereby enabling it to pay not only the manager's salary, but to also afford salaries for other employees, and expansion of its membership and services.

Services to be provided under this project. We are requesting funds to provide at least two seminars in each of the five areas listed above.

Personnel. Personnel for conducting these seminars would come from the technical staff requested in this proposal, consultants requested in this proposal, the Federation central staff, and the Federation education staff.

ADMINISTRATION OF THE PROJECT

The Technical Assistance and Training Project will be administered by the Board of Directors of the Federation of Southern Cooperatives through its designated agent, Executive Director Charles O. Prejean. He will utilize other Federation staff at his discretion to assist in the administration of the Project.

The Emergency Loan and Emergency Grant and Management Subsidy Funds will be administered by the Board of Directors of The Federation who will determine guidlines for making loans and grants.

The central office of the Federation will serve as the central office for personnel and programs provided under this proposal. This office is located at 52 Fairlie Street, N.W., Atlanta, Georgia.

STAFF TRAINING

It is unlikely that we will be able to obtain the services of specialists in these areas with experience and background in working with low-income cooperatives. We are therefore providing within this proposal a request for funds for conducting a two-week training session for the staff to be provided by this project.

We feel that a two-week session will suffice, if it includes:

(1) a strong basic understanding of cooperative principles;

(2) information about how to creatively apply the cooperative form of economic organization to the problems of the poor;

(3) lengthy discussions with representatives of both successful and shakey cooperatives.

This training will be conducted by the Federation central staff, the Board of Directors, outside consultants, and representatives of member cooperatives.

BUDGET

I. PERSONNEL

Position	Maximum Salary	
Project Director	12,000.00	
Administrative Assistant	7,000.00	
Program Director	10,000.00	
Business Management Specialist	15,000.00	
Marketing Specialist	15,000.00	
Agricultural Economist	15,000.00	
Accountant	15,000.00	
Credit Union Specialist	12,000.00	
Resource Development and Research Specialist	10,000.00	
Secretary-Bookkeeper	7,000.00	
Director's Secretary	7,000.00	
Five (5) Secretaries @ $6,000	30,000.00	
	155,000.00	
Fringe Benefits @ 12%	18,600.00	173,600.00
Consultants, estimated 200 days @ $75.00/day pl	15,000.00	
Consultants travel expenses	15,000.00	30,000.00

II. STAFF EXPENSES		
Staff Training (Two-Week Session)	4,650.00	
Staff Travel Expenses	90,000.00	94,650.00
III. OFFICE EXPENSES		
A. Office Expenses		
Rent	4,536.00	
Telephone	12,000.00	
B. Office Equipment and Furniture	14,300.00	
C. Consumable Office Supplies	12,000.00	42,836.00
IV. MEMBERSHIP TRAINING SEMINARS		
Ten (10) @ $2,000.00 each	20,000.00	20,000.00
V. EMERGENCY REVOLVING LOAN FUND	50,000.00	50,000.00
VI. EMERGENCY AND MANAGEMENT SUBSIDY GRANT FUND	50,000.00	50,000.00
Total Amount of Proposal		$ 461,086.00

APPENDIX I. DATA SHEETS ON MEMBER COOPERATIVES

DATA SHEET

Name of Cooperative:	Appalachian Enterprise
Address:	Mineral Bluff, Georgia
President:	Mrs. Beulah Mull
Chairman of Board:	Jo Nichols
Number of Members:	40
Production:	1840 dozen dresses since Nov.16, 1967
Gross Sales:	$12,900.
Net Profit:	$2,549.00
Capitalization:	$4,000. from Southern Christian Leadership Foundation

In 1966 employees of the Levi-Strauss plant in Blue Ridge, Georgia struck the plant. Security in the garment industry is non-existant, and the plant was a sweatshop. For 386 days they picketed the plant in spite of a contract signed by the union which was unsatisfactory.

The ladies became discouraged with Levi-Strauss, and began talking about their own plant. They formed a cooperative garment factory in which everyone was paid the same salary from the general manager to the janitor. If they can get some necessary management assistance soon enough, the prospects for this cooperative are great.

DATA SHEET

Name of Cooperative:	Bootheel Agricultural Services Incorporated Cooperative
Address:	Kennett, Missouri
President:	Leroy Jones
Manager:	Robert Talbert
Number of Members:	60 Families
Incorporation Date:	1967
Production:	1967-500,000 lbs. (100 acres) okra; some mixed vegetables
Gross Sales:	$24,000.00
Net Profit:	None
Government Funds:	FHA made individual crop loans
Private Funds:	Loan to co-op from Monsanto Chemical Company for $20,000.00

The members of this cooperative are ex-migrant families who are hoping to settle in the Bootheel area of Missouri and stop roving about the country looking for low-paying jobs. In 1967 the Monsanto Chemical Company loaned the co-op $20,000. to rent land; the co-op was not able to pay this back. This year Monsanto gave a grant of $5,000. to the co-op, and the Ecumenical Council of Churches gave them a $15,000. grant for management, land rent, and overhead expenses. FHA is again giving the individual families crop loans.

The first priority for this co-op is to buy land. After this year's crop is in, they hope to qualify for FHA loans to buy farm land and to build homes.

DATA SHEET

Name of Cooperative:	Cash and Carry Grocery
Address:	P.O. Box 28, Greensboro, Alabama
President:	Joe Lee Hamilton
Manager:	Eugene Lyles
Number of Members:	45 stockholders
Gross Sales:	1966 - $50,000.00; 1967 - $60,000.00
Net Profit:	1967 - $400.00
Private Funds:	Membership investment and $4,000.00 inventory loan from Greenala Citizens Credit Union (also a Federation member)

Forty-five people came together with the hope of providing themselves with a business that would not only offer them groceries at a cheaper price but which would also offer them and others better services than was obtained at other grocery stores.

The volume of business is still very small. They are continuously borrowing money from the Greenala Citizens Credit Union.

DATA SHEET

Name of Cooperative:	Freedom Craft Candy
Address:	Edwards, Mississippi
Manager:	Mrs. Lydia Swanagan
Gross Sales:	1967 - $3,500.
Production:	Pecan and peanut candies

Freedomcraft Candy is just beginning as a cooperative. It statred with just a few ladies making candies and trying to sell them to church groups. They have now developed a high quality candy and have a very attractive package, and have hopes for future expansion.

They are not incorporated or chartered because they are still very much in the development phase, but have asked to become members of the Federation.

DATA SHEET

Name of Cooperative:	Freedomcraft Wood Cooperative
Address:	Edwards, Mississippi Greelyville, Mississippi Shaw, Mississippi
Business Agent:	Mr. Jack Ayers P.O. Box 375 Glen-Allen, Mississippi

The Freedomcraft Wood Cooperative is just beginning to organize. At present they have about twenty ladies in three communities, Edwards, Greelyville, and Shaw, Mississippi who are making toys and kindergarten items. At present, they are selling primarily to Headstart and Child Development centers.

They have been unable to work this winter because they could not afford to heat the building they use as a workshop, but as the warm weather comes they will begin again.

Mr. Jack Ayers of Glen-Allen, Mississippi is acting as marketing agent and business agent for the group.

They have asked for assistance from the Federation in all aspects of becoming a going cooperative.

DATA SHEET

Name of Cooperative:	Grand Marie Vegetable Producers Cooperative
Address:	P.O. Box 17, Sunset, Louisiana
President:	Joseph Lee Marlbrough
Manager:	Robert Landry
Incorporation Date:	1966
Production:	1966 - 90,000 crates of sweet potatoes; 1967 - 80,000 crates sweet potatoes, 6,800 tons okra, 500 tons cabbage
Government Funds:	OEO grant to Southern Consumers Education Foundation for education program; FHA loan, $68,000. for building, crates, and other equipment and supplies.

Small sweet potato farmers in Southwest Louisiana were being so exploited by large growers and unscrupulous buyers that they were faced with being driven off the land and out of farming. In 1964, they were getting from $0.25 to $0.50 a crate for yams, and knew both that their families were starving and that other potato farmers were getting better prices. So 400 poor black farmers organized to obtain better markets outside the area. OEO gave SCEF a grant of $50,000. to teach cooperativism to the farmers and to assist with setting up the co-op.

FHA loaned the co-op $68,000. for a building, equipment and supplies. FHA, however, shortly thereafter funded an almost all-white group in the area at a much more feasible capitalization as a competitor with Grand Marie, creating the impression among Grand Marie members that it was created to drive them out of the business.

DATA SHEET

Name of Cooperative:	Greenala Citizens Federal Credit Union
Address:	20 Washington Street, Greensboro, Alabama
President:	Clifford Griffin
Manager:	Lewis Black (Treasurer)
Number of Members:	900
Incorporation Date:	1961 (Federal Charter)
Production:	Savings and credit
Capitalization:	Membership investment
Assets:	$63,000.00

Black citizens of Greensboro, Alabama, could not obtain loans at reasonable cost from commercial lending institutions in the town, so they decided in 1961 to pool their meager savings and form their own savings and lending association. They started in 1961 with membership investments totalling $42.50 and in six years have grown to $67,000.00.

The poor people in this credit union have proven that the poor can successfully manage their own institutions. They need, however, educational assistance for the membership and for potential members.

This credit union's committment to the cooperative movement is reflected by their credit policy toward other cooperative enterprises, especially the Cash and Carry Grocery Cooperative of Greensboro, Alabama. This policy also demonstrates the usefulness of credit unions to the development of other cooperative enterprises.

DATA SHEET

Name of Cooperative:	Green-Hale Sewing Cooperative
Address:	Greensboro, Alabama
President:	Mrs. Nancy McAttine
Manager:	Rev. L.A. Lee
Number of Members;	40
Incorporation Date	In process of applying for charter
Production:	39 doz. dresses, 380 doz. blouses, 380 doz.shirts, 3,000 pair pants
Gross Sales:) Net Profit:)	In operation only 16 weeks, no statement yet
Private Funds:	Borrowed $2,000. from Bank of Moundville for training of seamstresses and to provide operating capital for rental of building and supplies

This is a cooperative garment cooperative organized by black women in Green and Hale Counties, Alabama. They have no experience in commercial sewing, nor in managing a cooperative. This is a brand new venture, and needs vital assistance in skills training, business management, marketing agent, and membership education.

DATA SHEET

Name of Cooperative:	Greenwood Cooperative Club, Inc.
Address:	708 Avenue "I", Greenwood, Mississippi
Manager:	Joe Wirtell
Number of Members:	623
Incorporation Date:	1965
Gross Sales:	$99,004.02
Net Profits:	$2,996.84
Assets:	$112,674.35
Private Funds:	Membership pledges and a small loan from credit union, $9,000.00 was raised for beginning inventory and down payment on building; they pay $1,800.00 annual note on a 6% loan for building, and now owe $8,161.51 on the building.

In 1964 a group of angry people around Greenwood community came together because the corner neighborhood grocery stores were selling them almost inedible food at exorbitant prices. They began as a buying club, purchasing nonperishable grocery items weekly. In 1965, they were able to open their own grocery store. It is now a growing concern.

DATA SHEET

Name of Cooperative:	Harris County Farmers Cooperative
Address:	P.O. Box 303, Hamilton, Georgia
President:	C.T. Walker
Manager:	Thomas McBride
Number of Members:	189
Incorporation Date:	1966
Production:	1964- 10 tons Clemson spineless okra and 8 tons knucklehull peas; 1965 - same; 1966 - 20 tons okra, 15 tons Emerald okra. 25 tons knucklehull peas, 5 tons squash; 1967 - production cut by 50% due to drought
Gross Sales:	1964 - 67 - $12,259.00
Government Funds:	1966 - $12,000. OEO grant; 1967 - $60,000. OEO grant.

This group comes from the familiar Black Belt agricultural pattern -- cotton, once the only cash crop, proved unprofitable to small farmers with small allotments. The Harris County Farmers Cooperative grew out of a decision of small farmers to diversify some of their acreage into vegetables, cooperatively pruchasing supplies and marketing. In 1966, after two years of cooperative experience, they received a charter and hope to expand the acreage given over to vegetables.

DATA SHEET

Name of Cooperative:	Heath Springs Farm Machinery Cooperative
Address:	Route,2 Heath Springs, South Carolina
President:	Rev. Morrison
Manager:	G.L. Twitty, Manager of Machinery Co-op Rev. J.W. Linsey, Manager of sweet potato kiln
Number of Members:	18
Incorporation Date:	In process of applying
Production::	1967 - 3,000 bushels of yams
Gross Sales:	$15,000.00
Private Funds:	Members have received no outside assistance, invested to purchase machinery and build kiln themselves

Farmers in the Heath Springs area of South Carolina realized that to compete in any way with large landowners, they needed advanced equipment. This was beyond the resources of any individual farmer, so they joined together to purchase a combine, a hay baler, and a cotton picker. In 1967 they built a sweet potato kiln and sold 3,000 bushels of yams. This crop year these farmers intend to produce more potatoes and truck them out of the area, as well as store them for opportune market prices. They also plan to sell their cotton cooperatively this year.

DATA SHEET

Name of Cooperative:	Mid-South Oil Cooperative
Address:	P.O. Box 323, Whiteville, Tennessee
President:	Robert L. Spenser, Route 4, Boliver, Tennessee
Manager:	James Johnson
Number of Members:	250 members, 250 nonmember patrons
Capitalization:	$49,000. (building, tanks, truck, land) loan (OEO) $100. Membership fee * $25,000.
Gross Sales:	1966 - $80,000.; 1967 - $80,000.
Net Profit:	$5,000.; $5,000.
Incorporation Date:	1965

Funds from Farmers Home Administration: None

Funds from Office of Economic Opportunity: $49,000. loan

Mid-South Oil Cooperative operates in Hardiman, Fayette, and Haylet Counties, Tennessee. The co-op has been successful in the meeting the needs of the members for low cost petroleum products; the needs of the members of the co-op, however, far exceed the ability of cooperative handling of petroleum products to meet. The co-op would like to expand its areas of service.

DATA SHEET

Name of Cooperative:	Milestone Corporation
Address:	Box 445, Lexington, Mississippi
President:	P.K. Delaney
Manager:	Howard T. Bailey (Acting Manager)
Number of Members:	200
Incorporation Date:	1944
Production:	800 bales of cotton (yearly average)
Gross Income:	Annual average $12,800.00

Milestone Corporation was incorporated in 1944 by a small group of men. They pruchased a cotton gin and a small store for farm supplies. In 1967, this coporation was expanded to make all low-income farmers of Holmes County, Mississippi eligible for membership. This year they are purchasing and selling oil and grease for farm machinery. They are also planting okra, cucumbers, and peas to be cooperatively marketed.

DATA SHEET

Name of Cooperative:	Miss-Lou Farmers Cooperative
Address:	Liberty, Mississippi
President:	Rev. D.R. Magee
Manager:	Leon Perry
Number of Members:	275
Incorporation Date:	Not received yet, applied for
Production:	1967 - 75 acres okra and cucumbers
Gross Sales:	1967 - $25,000.00
Private Funds:	Membership investment of $10.00 per member plus $2.00 annual fee.

Farmers in Tangipohoa and St. Helena Parishes in Louisiana and Amite, Waltham and Pike Counties in Mississippi wanted additional cash crops to supplement the cash income from cotton.

The success of the first year was so encouraging that in the crop year 1968, the farmers plan the following: 175 acres of cucumbers, 40 acres of okra, 25 acres of snapbeans, 100 acres of sweet potatoes, and 10 acres of sweet corn. They have purchased and sold to themselves cooperatively 65 tons of fertilizer.

DATA SHEET

Name of Cooperative:	N.E.J.A. Federal Credit Union
Address:	Route 3, Box 343, Marianna, Florida
Manager:	Benjamin Pete (Tresurer)
President:	Gye L. Long
Number of Members:	101
Incorporation Date:	1965 (federal charter)
Production:	Savings and Credit
Private Funds:	Membership investments
Assets:	Total Assets, $4,300.00

This credit union was organized in protest and anger at the exploitation of poor credit-seekers by the local finance company. The members wanted both an institution of their own to save with the and low-interest credit when they needed.it.

The credit union is solidly extablished but is hampered in growth by the poverty of the community and the lack of funds for educational programs to inform the poor of the Marianna area of the advantages of the credit union.

DATA SHEET

Name of Cooperative:	Peoples Cooperative of Madison County
Address:	Huntsville, Alabama
President:	Arthur Jacobs, Jr.
Number of Members:	120
Production:	Bought and sold 30 tons of coal
Incorporation Date:	1961 - chartered as a non-profit organization in the state of Alabama
Private Funds:	Individual investment, $5.00 membership fee

The Peoples Cooperative of Madison County first organized to save money on coal. In the first year it was able to purchase thirty tons of coal which sold to members at a 100% savings over the prices they had paid for coal last year.

They are hoping this year to start a buying club to purchase nonperishable food items and a credit union.

DATA SHEET

Name of Cooperative:	Poor People's Corporation
Address:	P.O. Box 3468, Jackson, Mississippi
President:	
Manager:	
Number of Members:	200
Incorporation Date:	1965
Production:	jewelry, leather goods, garments, dolls, wood and other handicrafts
Gross Sales:	$150,000.00
Private Funds:	They received assistance from the New York Foundation and the Aaron E. Norman Fund.

The Poor People's Corporation is a cooperative association of about fifteen small cooperatives which produce gift items from cotton, leather, wood and other materials. Liberty Outlet House in Jackson markets the products of these cooperatives. Liberty Outlet House is owned and operated by the cooperatives.

Most of the members of the cooperatives have lost their previous sources of income from retaliation for civil rights activities (registering to vote) and from mechanization of plantations. Instead of rushing to Northern ghettos, they decided to stay in Mississippi and try to make a decent life.

DATA SHEET

Name of Cooperative:	St. Paul's Federal Credit Union
Address:	335 South Washington, Lafayette, Louisiana
President:	Nolan Winters
Manager:	Wanner Sinegal (treasurer)
Number of Members:	250
Incorporation Date:	1962
Production:	Savings and credit
Private Funds:	Membership investment
Assests:	$10,000.00

Under Louisiana laws, the maximum rate of interest a finance company can charge is 42%; loan companies in Lafayette, however, were hiking even this rate by "service charge", and the banks would not loan money to poor black people because they did not have adequate collateral. So poor blacks organized the St. Paul's Federal Credit Union. They hoped to break the links with finance companies -- which amounted to virtual slavery -- by establishing their own sources of credit.

The credit union is small because the community is poor but with educational assistance could be a realistic source of money at reasonable rates for the poor of Lafayette.

DATA SHEET

Name of Cooperative:	Santee Marketing and Production Cooperative
Address:	Greelyville, South Carolina
President:	Virgil Dimmery
Manager:	E.L. Landry
Number of Members:	185
Capitalization:	1968 first crop year - 150 acres okra 60 snap beans
Net Profit:	---
Incorporation Date	1967
Funds from FHA:	loans to individual farmers
Funds from OEO:	$11,500. grant for organization cost, general overhead subsidy

Farmers from Berkeley, Clarendon, Williamsburg Counties decided that they could increase their incomes by growing, marketing vegetables cooperatively. They also realized that cooperative purchasing of supplies could save them money.

The Cooperative League of the U.S.A. was given an OEO grant to start a demonstration agricultural co-op in the South which would be an example and set the pattern for cooperative development in the area. This is the first production year, and the farmers have already purchased fertilizer. FHA has promised to loan members individual crop loans which would include $50.00 for the Santee membership fee. FHA has also promised to loan the co-op money to pruchase buildings and equipment and for operational revolving funds.

DATA SHEET

Name of Cooperative:	Self-Help Housing Cooperative
Staff:	Manager: Frank Laperolerie
	Housing Counselor: Harold Kellar
	Secretary: Beulah Welser
Incorporation Date:	Not incorporated
Progress:	Ten homes completed
	Ten to be complete in 30 days
	20 starting on April 8th
	30 Additional applications
Cost of Houses:	$41.00/month per house with months to pay
Private Funds:	$6,000. from Aaron E. Norman Fund
Government Funds:	$150,942. OEO-FHA loan

Late in 1966 tenant farmers from South Louisiana contacted Frank Laperolerie and a lawyer from Loyola University in New Orleans to seek help and information. The civil rights activities of many of these people had brought on their evictions. Others couldn't endure any longer the burden of being tied to the credit and garnishment of the plantation owners. With the help of Mr. Laperolerie, they formed the Self-Help Housing Cooperative.

DATA SHEET

Name of Cooperative:	Shelton-Blair Credit Union
Address:	Winnsboro, South Carolina
President:	Johnny Thomson
Manager:	Virgil McConnell (Treasurer)
Number of Members:	120
Incorporation Date:	1968
Production:	Savings and Credit
Private Funds:	Began with $60.00 membership investment, $5.00 each from 12 members

This credit union is just getting organized and needs the entire range of services of the Federation.

DATE SHEET

Name of Cooperative:	Southern Consumers Cooperative
Address:	425 General Manton, P.O. Box 3005, Lafayette,La.
President:	George R. Bowles
Manager:	Alfred McZeal
Number of Members:	1980
Date of Incorporation:	1963
Capitalization:	435,000.
Gross Sales:	1966 - $29,000.; 1967 - $35,991.55
Net Profit:	None
Government funds:	SBA loan for $25,000. in 1964
Private funds:	Membership investments in beginning, $10,000.
Production:	Fruitcakes (4 yr. average 18,000 lbs.) pralines, toasted spiced pecans, brownies, local bakery line

In 1959 a group of people began meeting to discuss ways and means of increasing their economic condition. They first thought that if they knew how to read and write well they could get better jobs so they began having literacy classes for themselves. After several months they discontinued this with the realization of the hopelessness of it. They decided to try a cooperative and pooled their limited resources to start their own bakery. They raised $10,000. The Small Business Administration later loaned $25,000. to expand the bakery to include not only fruit cake production for four months but to a year-round bakery operation.

Soon the Southern Consumers Cooperative (the holding company), at the request of its members, started a subsidiary, a lending operation, to provide low interest loans, better service, ownership, and earnings on investments.

Today, S.C.C. has about twenty-five local chapters spread throughout Louisiana with a membership of close to 2000. S.C.C. operates a gasoline station and has several buying clubs in operation, hoping one day to own its own supermarket.

DATA SHEET

Name of Cooperative:	Southwest Missouri Buying and Distributing Cooperative
Address:	Hayti, Missouri
President:	Hal Wallsen
Manager:	None
Number of Members:	14
Incorporation Date:	1967
Production:	purchasing and selling oil, tires, batteries, and other automobile needs
Gross Sales:	$1,100.00
Net Profit:	None
Capitalization:	Membership investment

This cooperative started off as a buying club. They pruchase oil, tires, batteries and other products for trucks, tractors, and automobiles. They are looking forward to someday owning their own bulk petroleum farm supplies. They are in process of applying for loans to facilitate this.

Before doing anything, though, they want to expand membership.They feel that they need someone working with them who would have the time, information, and expertise to accomplish this.

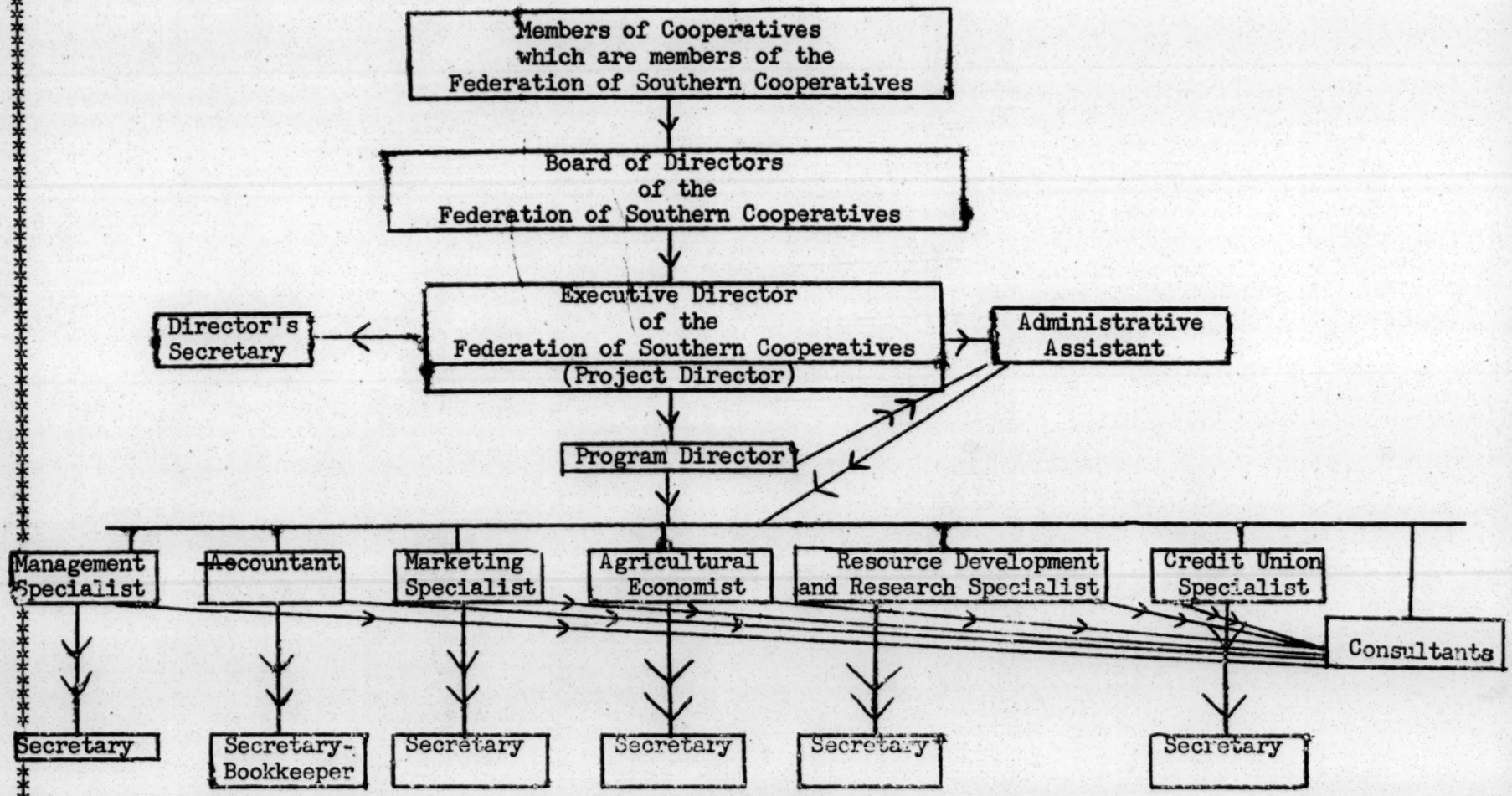
DATA SHEET

Name of Cooperative:	West Batesville Farmers Association
Address:-	Route 3, Box 300A, Batesville, Mississippi
Manager:	Charlie McCain
President:	R.J. Miles
Number of Members:	155
Production:	1966 - 436 bales cotton, 8,597.9 bushels corn; 1967 - 150 bales cotton, 501,711 lbs. okra, 169,000 lbs. peas
Gross Income:	$39,175.33
Net Profit:	None
Incorporation Date	1965
Capitalization:	
FHA Funds:	loan, $113,000. to purchase equipment, build an office and shed and for operation expenses

West Batesville Farmers Associatinn began as an equipment purchasing co-op. With the loan from FHA they bought three cotton pickers, three combines, and built a shed and an office. Soon afterwards, the membership decided that they would improve their economic conditions by purchasing and marketing other supplies and products together. They were being exploited by the local okra buyers and when the buyers refused to give each cooperative member fair prices for okra, in 1966 they decided to start their own business. The equipment, especially the cotton pickers, enabled the children to remain in school during harvest seasons.

Primary needs are membership education and bookkeeping and and management training assistance.

APPENDIX II. ORGANIZATIONAL CHART



ILLINOIS INSTITUTE FOR SOCIAL POLICY
Inter-Office Memorandum

TO: Mr. Emery Via
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

DATE: 7/28/70

FROM: Mr. Paul Rilling, Director
Peoria Office of the
Illinois Institute for Social Policy

RE: 5415 N. University Avenue
Peoria, Illinois 61614

Is this an Rallndex

Dear Emery:

You will note by the address that I have landed and have again an office and address, etc. I meant to call you before I left and suggest you follow through on Mr. Lewis Bryson at the office of Civil Rights. Lew is the man I mentioned as a possible staff member for Southern Regional Council. Lew is black. He has been serving as the Florida Desegregation Coordinator.

I will be in your old stamping grounds tomorrow attending sessions at the University of Wisconsin in connection with my new job.

My regards to all.

Sincerely yours,

Paul

PR;jf

THE UNIVERSITY OF GEORGIA
INSTITUTE OF GOVERNMENT

TERRELL HALL • ATHENS, GEORGIA 30601 AREA CODE 404 542-2736

File

October 7, 1970

Dr. Emory F. Via, Director
Resources Development Center
Southern Regional Council
5 Forsyth, N. W.
Atlanta, Georgia 30303

Dear Dr. Via:

This will confirm our telephone conversation of Tuesday, October 6, concerning your participation in the Public Works Seminar for the Southeast-Advanced Course. This program will be held November 8-13, 1970, at the University's Center for Continuing Education in Athens. You are scheduled to participate Wednesday afternoon, November 11, from 1:30 p.m. to 5:15, to discuss The Management of Human Resources: Black Power and Young Blue Collars.

We certainly appreciate your interest in our program. In addition to your travel expenses, we will be pleased to provide you an honorarium of $100.00 for your presentation. We are now in the process of preparing reading materials to be distributed to the conferees. If you wish to suggest any readings which would be appropriate background material to your subject, please call me collect (404-542-1328) so that we may make the necessary arrangements.

I will send you a copy of the final program next week. I look forward to meeting you for lunch, November 5. I will call your office earlier that week to confirm the appointment.

Sincerely yours,

John W. Vining, Jr.
Assistant Administrator of
Governmental Training

JWVjr/def

uw news

From The University of Wisconsin News and Publications Service, Bascom Hall, Madison 53706 • Telephone: (608) 262-3571

Release: Immediately 9/14/71 jb

MADISON--Appointment of Prof. Robert H. Haveman as director of the University of Wisconsin Institute for Research on Poverty was announced Tuesday by Madison Chancellor Edwin Young.

A professor of economics, Haveman will succeed Harold W. Watts, director for the institute's first five years, who is on leave in 1971-72 to serve as Irving Fisher Research Professor at Yale University.

In making the announcement, Chancellor Young said:

"The institute has contributed greatly to the development of a strong program of social science research at the University. Through its work, it has made substantial contributions to the nation's anti-poverty policies. As it begins this next stage of development, we look forward to continued participation with the Office of Economic Opportunity in the effort to use research and analysis to bear on the nation's social problems."

Prof. Haveman, on the Madison campus since 1970, formerly served on the faculty of Grinnell College, as a Brookings Research Professor in Washington, D.C., and as senior economist on the U.S. Congress Subcommittee on Economy in Government.

His research has focused on the economics of government expenditure. He has undertaken studies of the social costs of unemployment, the evaluation of public investments, the costs and benefits of government water resources investments, and the economics of environmental quality.

- more -

"The institute," Prof. Haveman said, "is a unique experiment to bring the resources of the University to bear on important social problems. Its past success in stimulating multidisciplinary research on the poverty problem has provided the model for the establishment of university-based organizations at other institutions.

"Future development will emphasize both basic research and the study and analysis of public policy proposals at both the national and state levels. We hope to demonstrate even more fully the relevance of scholarship to social policy."

Currently the institute is concerned with studies relating to health care, rural and urban negative income tax experimentation, consumer protection, welfare and public assistance administration, racial discrimination, education, community and social action programs, housing, population policy, and the political behavior of the poor.

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INSTITUTE FOR RESEARCH ON POVERTY
THE UNIVERSITY OF WISCONSIN
262-6358 AREA CODE 608

SOCIAL SCIENCE BUILDING
1180 OBSERVATORY DRIVE
MADISON, WISCONSIN 53706

Four monographs written primarily by senior staff members of the Institute for Research on Poverty were published August 30, additions to the Institute's Monograph Series. All grew from research on poverty and policy efforts to alleviate it, but each concerns a different part of the problem,as the following brief descriptions indicate.

POLITICS AS SYMBOLIC ACTION

Murray Edelman

A central theme of this book is the shaping of mass political perceptions, beliefs, and wants through governmental acts, in contrast to the conventional assumption that government responds to the people's will but does not create it. The work helps explain the recurring popular support for mass violence and for self-defeating courses of action, and examines the requisites for effective political action. 200 pp. $8.95 list, hardcover; 200 pp. $3.95 list, paper.

THE "DESERVING POOR": A Study of Welfare Administration

Joel F. Handler and Ellen Jane Hollingsworth

This book is concerned with describing and assessing how the Aid to Families with Dependent Children (AFDC) program is administered and received. Among other things, the study examines client reaction to means test, budget administration, social services, employment, and caseworkers. Primarily based on survey responses of more than 700 AFDC recipients and on follow-up interviews with families who left welfare, the monograph describes what is actually happening in welfare. 325 pp. $10.50 list, hardcover.

ENDS AND MEANS OF REDUCING INCOME POVERTY

Robert J. Lampman

Professor Lampman reviews in this book the origin and nature of the goal of reducing income poverty, the process by which that goal has been and is being accomplished, and the range of available approaches for continuing and

accelerating that process. In the analysis, these possibilities are explained and the costs and the benefits of them are evaluated. 175 pp. $8.95 list, hardcover; 175 pp. $3.95 list, paper.

INCOME MAINTENANCE: Interdisciplinary Approaches to Research

Larry L. Orr, Robinson G. Hollister, Myron J. Lefcowitz, Editors

This is a cohesive set of essays dealing with policy issues in income maintenance which were identified, defined, and assessed by a nucleus of social scientists from the Institute for Research on Poverty and a number of visiting scholars invited to participate with them. Unlike much scholarly writing, the articles in this book state not only what is known and available for guidance in policy decisions, but what is not known, identifying many areas where research is needed. 350 pp. $10.50 list, hardcover.

They are available from Markham Publishing Company, 3322 West Peterson Avenue, Chicago, Illinois 60645

EV file

February 5, 1970

Mr. Harold K. Jacobson
The American Friends of Wilton Park, Inc.
230 Park Avenue
New York, New York 10017

Dear Mr. Jacobson:

I am most appreciative that the Grants Committee of the American Friends of Wilton Park awarded me $300.00 towards my expenses in connection with attending a Wilton Park Conference.

To my great distress new duties here and extra burdens occasioned by the new Federal tax law made it quite impossible for me to attend Conference 119. I am unable at this time to select the specific conference which I would attend at some future date. Of course, if the Grants Committee needs to reassign this expense allowance I would understand.

Again my appreciation to you and the Committee for your action.

Sincerely,

Emory F. Via
Director
Labor Program

EFV/km

cc: Paul Anthony

POST OFFICE BOX
743

Mordecai C. Johnson
ATTORNEY AT LAW
354-A N. DARGAN STREET
FLORENCE, SOUTH CAROLINA

TELEPHONE
(803) 669-1891

PH, BA, AS
Please return
EV

April 19, 1971

APR 21 1971

Dr. Emory Via
Southern Regional Council, Incorporated
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Emory:

The SRC map entitled "Percentage of Nonwhite Population in Counties of Southern States" based on the 1960 Census has been of immense value to me -- and to thousands of other souls similarly situated -- for years. During my days as a bureaucrat at HEW and CCR and TEAM we almost literally couldn't function without it.

All this is a lead-in to request that you cause me to receive an updated copy or two based on the 1970 Census. Needless to say, if SRC has not undertaken to do this updating job, I want to take this opportunity to urge a reconsideration. Indeed, I would be willing to discuss contracting to do it.

I guess its a shame, Emory, that we've failed to keep in touch. I've been pretty busy trying to hold down the fort -- and hold body and soul together through it all.

-- We've just "evicted" our Mayor and hopefully things will look up.

-- The New Man, who blacks supported, came out in favor of a piece of the action for blacks -- electing Councilmen by wards--Single member districts instead of at-large as is now the case, and other goodies.

-- We're pushing for single member districts across the board -- School trustees, County Council, General assembly, etc.

-- Sometimes we progress so slowly, I think we're going backwards--Schools still largely segregated. Quality of education incredibly

-- low. ~~Having~~ Housing getting even more segregated. Quality at reasonably prices for blacks nonexistent. Good jobs for the black youngster still critical -- and the annual Summer ritual is rapidly approaching. -- et., etc., etc.

As you may know, I'm president of the South Carolina Council on Human Relations. We recently tried to get Ford to fund us a public interest law firm to cover the State. I thought it was a beautiful idea but they're still cogitating. I've concluded that Paul Matthias, our Director is a soul brother -- a beautiful dude, as it were.

Call or write when you can find a free moment. And, if you find yourself in Florence, South Carolina (chuckle, chuckle) do drop by.

Onward and Upward!

Mordecai

Mordecai C. Johnson

MCJ/rt

April 21, 1971

Mr. Jed Johnson, Acting Chief
Educational Programs Division
EEOC
Washington, D.C. 20506

Dear Mr. Johnson:

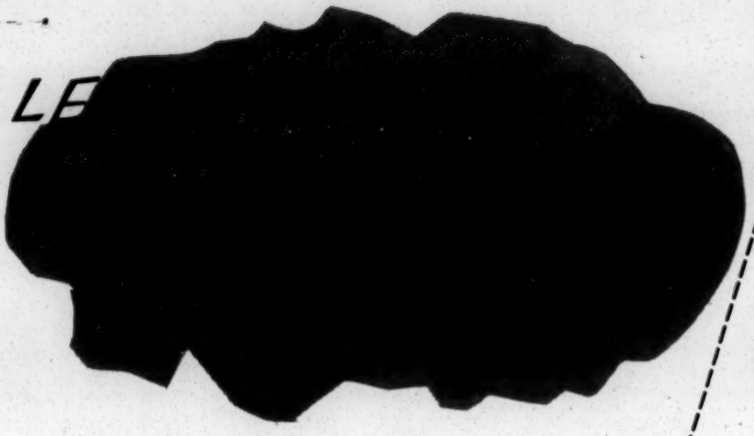
You asked that I select which workshop I would like to be a part of and I would suggest that I participate in the one on Voluntary Organization & Social Change. However, it would be equally acceptable for me to take part in the workshop on Training Programs & Upward Mobility. If it would help you in your program planning to have some freedom in allocating resource people, please feel free to place me in either workshop.

I look forward to seeing you at "WINGSPREAD".

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms



NATIONAL LABOR SERVICE
AMERICAN JEWISH COMMITTEE
INSTITUTE OF HUMAN RELATIONS
165 EAST 56 STREET
NEW YORK, N. Y. 10022 • PLAZA 1-4000

OCTOBER-NOVEMBER 1971

DOWN THE LINE

I first met Bayard Rustin in September 1945, when we both taught at a Quaker international affairs summer institute for collegians. Bayard had just finished serving a three-year sentence at Lewisburg Penitentiary as a conscientious objector. Since then, I have been privileged to work with him for a variety of causes -- opposing Jim Crow in the armed forces, pushing minority apprenticeship in the building trades, working for an end to the Vietnam War, developing programs for Black-Jewish amity, struggling for a democratic peace in the Middle East and for progress toward racial integration at home.

But I had not realized, until I read Down The Line: The Collected Writings of Bayard Rustin (Quadrangle Books, $10.00), how utterly consistent his life and his teachings have been over those three decades. He has always been a pacifist, an integrationist and a socialist. He knows that Black pride is good, but only when it is combined with working with labor and other progressive forces to get housing, school and jobs for all people -- black, brown and white. Violence and separatism he has always viewed as responses of frustration and despair.

In the light of current calls for repressive action following the recent massacre at Attica Prison, some of Rustin's comments about his 22 days on a North Carolina chain gang in 1949 (for sitting in a bus seat out of the Jim Crow section in 1947) have particular relevance. Noting that the public thinks that offenders should be punished because "the average criminal responds to nothing but fear and penalties," Rustin argued that we can expect true rehabilitation only when we have rejected punishment, which is revenge, and have begun to utilize "the terrific healing and therapeutic power of forgiveness and nonviolence."

BOSOM BUDDY

"For the woman who has everything," says an ad in The New York Times, a polyfoam "breast-rest" with appropriate holes "makes stomach sleeping and sunning really comfortable" for $10.95. Appropriately, the gadget is sold by Howe-Dumm Enterprises!

YOUR VICTIMLESS CRIME TAX

What does victimless crime cost the country? Last year, U.S. News and World Report (October 26, 1970) claimed that crime costs had risen to 51 billion dollars. More than 20 billion dollars of that total was accounted for by nonvictim crimes, such as gambling, narcotics, alcohol, prostitution and abortion. The National Council on Crime and Delinquency points out that

-more-

One and two column mats available upon request. The column may be used with or without a credit line

at least one-third of all law enforcement costs are spent on dealing with non-victim crimes.

What all this adds up to is that every man, woman and child in the United States suffers a tax of more than $100 a year in fruitless efforts to enforce morality. As St. Thomas Aquinas put it centuries ago, since human law is framed for human beings, few of whom are perfect in virtue, human law should not "forbid all vices from which the virtuous abstain." Trying to enforce morality didn't work with Prohibition and it is not working today.

WORKING RULES

I don't know where he finds these gems, but I'm grateful to Paul Steiner for compiling them:

* Unless the cotton crop in our main cotton growing area is brought up to schedule within one week, a complete ban on drinking until the end of the year will be ordered. -- Regional Commissioner of Mwanza, Tanzania.

* Two men in prison for armed robbery may not have a private lock on their cell door, even though they claim it is located in a high-crime area. -- New Jersey prison authorities.

* No more leather goods made from crocodiles will be sold in any of our seven stores, although we sold $500,000 worth last year. -- Mark Cross, New York City.

* The celebrated film epic, "Cleopatra," may now be shown in Egypt provided all scenes showing Elizabeth Taylor (who converted to Judaism) are deleted. -- Cairo censors.

UNIQUE

Wilson Riles, the first black state superintendent of public education in the nation, was elected over "unbeatable" incumbent Max Rafferty, a rightwinger, last year. Talking to the recent convention of the American Federation of Teachers in San Francisco, Riles remarked:

"If there is anything unique about my standing here, it is that for the first time, 3,245,000 citizens voted for a candidate everyone knew couldn't win."

GRAFFITI

"Mr. Gandhi, what do you think of Western civilization?"

The question, painted neatly on a ghetto wall, is followed by the answer:

"I think it would be a good idea."

Unfortunately, most graffiti -- or wall scrawls -- are not that thought-provoking. But they are often amusing, interesting and revealing. Robert Reiser, in his book Graffiti - Two Thousand Years of Wall Writing (Cowles, $5.95) examines the work of the early cave graffitists down to current day scribbles, such as "Vietnam - the Edsel of foreign policy" and lavatory items too numerous to mention. Reiser argues that graffiti express the hopes,

hangups and obsessions of the common man and that they are the only authentic written folklore in the world. In any event, it's fun to read.

QUOTES OF THE MONTH

Men are never so likely to settle a question rightly as when they discuss it freely. -- Lord Macaulay, English author.

"Integration of children is not for the benefit of either white or black children, but for all human beings who must learn to live together in a pluralist society." -- Marcus A. Foster, first Black school superintendent in Oakland, California.

LABOR HISTORY IN SONG

Remember the days when beatings on picket lines were a commonplace, when wearing a union button could cost you your job, when unionism was a dangerous but exciting crusade? If you do, you will love the spirit, fervor and solidarity evoked by a brand new album, Joe Glazer Sings Labor Songs. If you don't, you'll enjoy learning from this record the great story of the labor movement with all its emotion, solidarity and humor. It's available for $5.00 from Collector Records, Suite 403, 1100 17th Street, N.W., Washington, D.C. 20036. My favorites among the 16 songs are Joe's "Too Old To Work" and "The Mill Was Made of Marble," but you'll find a great variety. And the brief comments by Joe about the songs will add much to your enjoyment of them.

ARABS ON ISRAEL

When an Arab paper praises Israel, that's news. Al Hawadeth of Lebanon reports that West Bank Arab farmers are paid four to five times the wages they received under Jordanian rule, and enjoy free transportation, free lunch and, for the first time, an eight-hour day. "The very thought of the return of the Jordanian regime," adds the Lebanese Arab paper, "evokes memories of hunger, repression, unemployment and emigration to the burning desert." The West Bank Arab, the paper concludes, is not "interested in politics. Israel has brought him prosperity and he wishes to keep it."

SAVING OUR RIGHTS

* In California, the District Appeals Court upheld Claude Belshaw, a member of Fire Fighters Local 1227, Berkeley, who was suspended without pay for 30 days for writing a letter to a local paper on pay for firemen and policemen. Ruled the Appeals Court: "Acceptance of public employment does not require the abandonment of constitutional rights."

* Station WIYN in Rome, Georgia, faces the prospect of a $1,000 fine from the Federal Communications Commission (FCC) for calling the Institute of American Democracy (IAD) and its publication, Homefront,"definitely subversive." The station also called former IAD chairman, Dr. Franklin Littell, an "avowed Communist" (despite Dr. Littell's record over more than three decades of opposing Communism and all other totalitarian movements). WIYN is the first station cited under the FCC's Fairness Doctrine, which obligates a station to notify victims of personal attack within a week. Failing to do so can bring a fine up to $500 a day for each day's delay to a maximum of $10,000. But since the FCC does almost no monitoring on its own, individuals and groups anxious for fairness will have to monitor violations themselves.

-more-

* A never-used law giving the Federal Government authority to put suspected spies or saboteurs into detention camps during time of war or insurrection has just been repealed by the U. S. Congress, in a bill which provides that, in the future, establishment of such camps could occur only if Congress gave its affirmative support. This would prevent a President from setting up internment camps under an Executive Order, as President Franklin Roosevelt did to Japanese-Americans in 1941, just after Pearl Harbor.

ECUMENICAL UNIONISM

Hebrew day-school teachers in Los Angeles, Philadelphia, Detroit and other areas are now represented by the American Federation of Teachers. But the fastest growth of unionism in parochial schools has been among Catholic school teachers. Starting with the Archdiocesan Federation of Teachers in Chicago, other locals include Philadelphia, Toledo and Joliet. Recently, despite opposition by the New York Archdiocese, more than 2,700 lay teachers in 415 parochial schools chose the Federation of Catholic Teachers, A.F.T., as their bargaining agent.

ALONG FREEDOM ROAD

* In the past seven years ABC (A Better Chance) has provided scholarships in private preparatory schools for underpriveleged high school age youngsters. Over half of the ABC students are from families on welfare, and about 60 per cent are from broken homes. Five of every six have remained in the schools until graduation and 98 per cent have enrolled in college with full scholarships.

* Whites in Tulsa, Oklahoma, are voluntarily busing 89 of their children from the affluent neighborhoods in southeast Tulsa across town to the previously all-black Burroughs School in the heart of north-central Tulsa's Negro community. The experiment is proceeding smoothly. "Many of us felt our children were missing something big in going to schools where everyone looked and dressed alike," said Mrs. Maynard Ungerman, the wife of a Tulsa-born lawyer. "It was artificial, it wasn't right."

* The American Jewish Committee chapter on Long Island, New York, is joining the NAACP's lawsuit against Oyster Bay Town's zoning laws. The NAACP suit charged that the town's zoning keeps out low-income groups. David Kadane, the AJC chapter's lawyer, who is a former Long Island Lighting Co. general counsel, said "AJC is interested in all minority groups which have difficulty in housing - returning veterans, young marrieds, mom and dad who are retiring, the new school teachers in town - not just blacks and the poor." Kadane, who specifically objected to large-lot requirements and the scarcity of apartments, said his basic view is that "People cannot wall themselves in and be an island in the modern world."

* Minority apprenticeships in 1970 accounted for 9.1 per cent of the nationwide total, a gain of 16 per cent over 1969. Nearly 12 per cent of all new apprentices were members of minority groups, compared to 6 per cent in 1967. There were some 25,000 minority apprentices out of a total of 280,000. Among them were 15,400 blacks (5.5 per cent of all apprentices); 6,160 Spanish surnamed (2.2 per cent); more than 2,000 Orientals (.8 per cent); and 1,400 American Indians (.5 per cent).

* Eighty-eight per cent of open admission freshmen in the senior colleges of the City University of New York successfully completed their first term. While their dropout rate was nearly double that of academically superior freshmen, the real news was that 88 per cent of those who, in the past, were considered incapable of college work, were making appropriate college progress.

* Despite bombings of school buses by the Ku Klux Klan in Pontiac, Michigan, white and black students are mingling peacefully in the schools, reports The New York Times. "Black and white children" at formerly all-black Bethune Elementary School, "were trading toy cars, comparing the size of grasshoppers they caught in the fields surrounding the tan brick school building," and black and white children "had their heads together in a football huddle." Similarly, pupils and parents in Mobile, Alabama, ignored urgings from Governor George Wallace to defy Federal busing orders, and used massive busing to integrate their schools smoothly.

* Black and Mexican-American elementary students learned reading and arithmetic better when they attended integrated schools than did segregated minority students, reports a recent study to the Sacramento, California, Board of Education. Black pupils who attended predominantly white schools scored an average of 10 points higher on tests during 1970-71 than their counterparts in predominantly black schools, although both groups were given special help under federally-funded compensatory education programs.

LBH, LPKE, IRGP, LPK, NEG-A, NEG-B, P-CR

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
FRANK SMITH, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

March 3, 1972

Mr. Vernon Jordan, Executive Director
National Urban League, Inc.
55 East 52nd Street
New York, New York 10022

Dear Vernon:

Your Communications Department has added me to their mailing list. Thanks.

I have appreciated and enjoyed recently both the NUL releases and press coverage on "The China Trip" and your explanation of your preference for riding versus walking to the white "lady" reporter.

I hope shortly to send you a group of clips and other items related to busing.

I am sorry we missed you on your last visit to the office and trust that I will have an opportunity to see you before too long.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

File
Ft Faulkner
Joint Foundation
Support

November 30, 1972

Mr. George H. Esser, Jr.
Executive Director
Southern Regional Council, Inc.
52 Fairlie St. N.W.
Atlanta, Georgia 30303

Dear George:

Thank you for your invitation to attend the annual meeting of the Southern Regional Council. I am sorry I will not be able to be there.

Let me take this opportunity to thank you too for the help Emory has been giving us with the Macaysville Project. We really appreciate it.

Sincerely,

Brenda Brimmer Mahoney
Executive Director

BM:gz
cc: Emory Via

File: Jt Fd. Suppt [Joint Found'n. Support] 11/13/72

MEMO FROM THE ~~DESK OF:~~

Emory Via

Re: McCaysville Industries (Mineral Bluff Industries)

Harry:

It took awhile to get these materials and in a readable form.

Evidently a foundation in the Joint Support group has agreed to fund but has their pending matching and a final ruling re legalities.

If you could glance at this, make suggestions

MEMO FROM THE DESK OF:

Emory Via

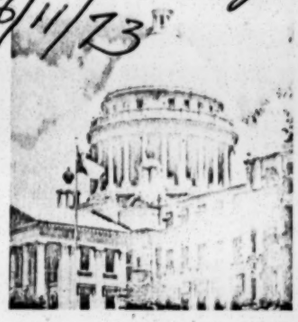
for attorneys (David Rock) to consider, or suggest that we go ahead and give it to Rock even before you have had a chance to look at it in detail, it would be helpful.

Emory

FOR YOUR INFORMATION

File - Jackson Miss. Trip 8/11/73

Mississippi AFL-CIO



Mailing Address: P. O. Box 2010 • 826 N. West Street • Jackson, Miss. 39205
Phone 948-0517

July 18, 1973

JUL 26 1973

To All Local Unions

Dear Brothers and Sisters:

As you know our Legislative Program is dependent upon our ability to elect friendly people to the Mississippi Legislature. As a matter of fact many of our programs at the local level are dependent upon our ability to elect the right kind of people to office. In order to do a more effective job in all of these areas, it is absolutely essential that we develop political alliances with minority and other groups of people outside of our own ranks.

At the present time it is estimated that approximately 300,000 black citizens are qualified to vote in Mississippi. It is a foregone conclusion that organized labor must be in a position to influence these people on election day, if we are to be successful. With this thought in mind the Mississippi AFL-CIO is supporting the State Chapter of the A. Philip Randolph Institute. This Institute is made up of Black Labor Leaders and is designed to assist the State AFL-CIO in developing Registration and Educational Programs. The Mississippi Chapter is headed by Robert Woodson, a member of the Executive Board and in charge of minority affairs for the State AFL-CIO.

Robert Woodson and his associates have scheduled four (4) Educational Workshops in the state this summer. These workshops will deal with Labor History in Mississippi, Why Politics, and the Role of the A. Philip Randolph Institute. In other words the workshops are designed to better equip black labor leaders whereby they can do a more effective job in their communities. The dates and places of these workshops are as follows:

JULY 28TH - GREENWOOD - Chemical Workers Hall, just off Highway 49 West
AUG. 4TH - PASCAGOULA- Painters Hall, 315 Market Street
AUG. 11TH - JACKSON - IUE Hall, 5546 North State St.
AUG. 18TH - WATER VALLEY - ACWA Hall, North Main Street

All Workshops will convene at 9:00 a.m. and adjourn at 4 p.m. All Local Unions are urged to send representatives to at least one of these meetings. While the workshops are designed to educate black union members, any and all members are invited to attend.

Fraternally yours,

Claude Ramsay

Claude Ramsay
President

CR/cp
opeiu 204
afl-cio

Register And Vote — Every Vote Counts

AFL-CIO

Transmittal Slip

Cover

DATE: April 25, 1972

TO: Emory Via

FROM: E. T. Kehrer

APR 26 1972

☐ Note and File	☐ Prepare Reply For My Signature
☐ Note and Return To Me	☐ Take Appropriate Action
☐ Return With More Details	☐ Per Your Request
☐ Note and See Me About This	☐ Signature
☐ Please Answer	☐ Advice Please
☐ For Your Approval	☐ Attach Complete File and Return

COMMENTS:

As per our phone conversation.

Make copy for:

R. Marshall

J. Hefner

(do we have a Pomeroy address for him)

[Note over]

Jim:

For your information in case you have not seen this already

E May

[Same to RAY]

A CRITIQUE OF JAMES A. HEFNER'S MANPOWER EFFORTS IN METROPOLITAN ATLANTA, GEORGIA

Mack H. Jones
Professor of Political Science
Atlanta University

Academicians have long been accused of failing to devote their attention to bread and butter issues of black communities. Hefner's effort represents a welcome exception to that criticism for this is an attempt to establish the efficacy of various manpower projects designed to enhance the positions of blacks in the American labor force. This critique is concerned with that part of Hefner's report which deals with the Atlanta Urban League's Labor Education Advancement Program, commonly referred to as project LEAP.

While Hefner is to be commended for embarking upon what could be a significant piece of research the report itself deserves something less than kudos. The report, which is a serious indictment of the entire LEAP program and by association the parent organization the Atlanta Urban League, is written in such an unscholarly, breezy, journalistic fashion that the reader is unable to assess its merits. The kind of slipshoddiness of which the author accuses project LEAP is the very same thing which renders this report useless for one who is seriously interested in really understanding recent manpower efforts in Atlanta with a view to improving the situation for the black majority (and not minority as the author mistakenly says. Blacks are in fact the majority in Atlanta). In the absence of any clear discussion of his methodology and in the face of the author's extremely hostile posture toward LEAP officials coupled with the author's extensive use of unsubstantiated allegations by LEAP's critics one is compelled to question not only the usefulness of the work in question but the motive for the author as well.

Let me elaborate. One of the author's major criticisms is that LEAP reports were inconsistent and that LEAP officials were uncooperative. Let us deal with the question of uncooperative officials first. The author asserts that he tried unsuccessfully for two weeks to see the Director or Associate Director of LEAP but he tells us nothing about the nature of his contacts and why he was unsuccessful. He says that the officials were either out of the office or on vacation. Being on vacation for two weeks is certainly not unusual, even for professors. There is nothing to suggest that Professor Hefner approached the Director of the Atlanta Urban League to explain his research and solicit his cooperation. It is quite likely that such an approach might have been fruitful.

Perhaps the most serious substantive charge made by the author is that LEAP issued conflicting statements regarding the number of black apprentices it placed in the Atlanta area and the retention rate of those placed. The author's charge of conflicting figures emanating from LEAP is based upon alleged discrepancies between those figures given by the staff associate of project LEAP, whom he identified as a clerk, figures from a mimeographed undated handout supplied by the LEAP office, and figures submitted by LEAP to the U. S. Department of Labor. These three sets of figures, according to the author, show substantial differences among them. Under such circumstances, the researcher normally takes the final official figures as submitted to the Department of Labor as being the valid ones and uses them as the basis of analysis. Certainly the informal statement by a secretary that she guesses "that we have a sixty to sixty-five percent retention ratio," is not on its face an example of dishonesty or duplicity because these figures differ from others. Similarly the fact that the retention rate deduced by Professor Hefner from an undated handout differs from final figures submitted to the Department of Labor

does not necessarily mean duplicity as he intimates. The mimeo sheet could very well have been a preliminary or incomplete statement. Those familiar with inter-office reports could certainly understand if this were the case. And, of course, everyone knows that statistical reports are always drafted in a fashion to place the drafting agency in the most favorable light.

The fact that LEAP's figures differ from those reported by the union's Joint Apprentice Program, an arm of organized labor, could be explained by the adversary posture of the two. The logic of group conflict would dictate that each, that is to say project LEAP and organized labor, would try to enhance its image at the expense of the other. One must keep in mind that the very reason that LEAP was created was the fact that the unions had discriminated against blacks in apprenticeship programs in the first place. With that in mind, it becomes incredulous that Professor Hefner would take the testimony of labor union officials at face value while questioning every statement made by Urban League officials. This incredulity reaches its zenith on table 65 and the accompanying discussion as when he quotes a union business agent as his authoritative source of statistical information about blacks in apprenticeship programs.

The reluctance of subordinates in the LEAP office to give figures to Professor Hefner would seem to be more than justified based upon his analysis of the "data" he did get. Moreover, given the inherent adversary relationship between unions and those administering anti-discrimination programs designed to pressure these same unions and given the long association between Ray Marshall, and Marshall's underlings, and organized labor, LEAP and the Urban League should be expected to be a bit wary of opening their files to them; just as General Motors is wary of Nader's Raiders, and organized labor would be wary of one identified with, say, the National Association of Manufacturers.

Hefner's methodological inadequacies are glaringly obvious when he attempts

to establish the fact that the small number of black apprentices in Atlanta was due to LEAP's own inadequacies and not due to racism. He structures his argument by comparing retention rates for black apprentices in Atlanta with those from several other southern cities and argues that since the retention rates for Atlanta are much lower than the rates for other cities, Atlanta figures cannot be explained in terms of racism but only in terms of LEAP's inefficiencies. However, the figures upon which Professor Hefner bases his charge are somewhat mixed. Hefner takes the retention rates given for the other programs by the Department of Labor at face value; he does not, however, use the Department of Labor figures which it gives for Atlanta but rather he deduces his own figures for Atlanta and then compares the Department of Labor figures for the other cities with those he deduces for Atlanta. One has to raise the question as to why he can accept at face value the Department of Labor's figures for other cities but not their figures for Atlanta. Let me be more specific. He takes from the Department of Labor report the following figures: for Miami, Florida a retention rate of 73%; for Jacksonville a rate of 55%; for New Orleans a rate of 81%; he does not however accept the figure which the report gives for Atlanta, 71%. He deduces from other information he has a retention rate of 27% for Atlanta. Surely, if the comparative analysis of Atlanta and the other cities is to be accepted the basis for his figures must be a common one; he cannot on the one hand accept figures for the other cities as given by the Department of Labor and compare them with figures deduced in a different manner for Atlanta.

The most damaging impact of this part of the report is that by removing race as a factor in retention rates the author lets the labor unions off scot-free and lays the blame for the low number of apprentices solely on the black community. This complements the age old ploy used by all oppressive regimes, i.e., to blame the oppressed for their own oppression. If Hefner's analysis

to implement the "Atlanta Plan." Moreover, the tragedy is compounded by the fact that Professor Hefner is a young, black economist and that therefore one can expect that organized labor whenever it is charged with racial discrimination, will trot out Professor Hefner's study and argue that the culprit is the black community and its organizations and not the labor unions and the employers.

The comparison which Professor Hefner makes between the WDL in New York and Atlanta's project LEAP suffers from the same methodological confusion. The reason he uses WDL is apparently to show that LEAP's shortcomings cannot be blamed on a small staff. He argues that WDL was quite successful (though no data are presented to support the assertion) with only three staff persons and then he goes on to give the job descriptions of these three staff positions. According to Hefner one official dealt directly with unions, one was concerned with certifying applicants' credentials, and the third was concerned with tutoring the apprentices. One of the most severe criticisms which Hefner makes of the LEAP project has to do with its lack of follow through procedures. Yet by his own description WDL, which he holds up as a model to which LEAP should aspire, apparently had no one to perform that very function.

In short and in summation this report is so slipshod and causally written that it sheds little or no light on its professed subject, Manpower Efforts in Metropolitan Atlanta, Georgia. It is based upon data collected and analyzed quite causally, and upon unsubstantiated allegations, and apparently the author's pent up frustrations resulting from his inability to arrange interviews with LEAP officials. Those who have pounded the pavement seeking information through interviewing can understand his frustrations. However, to understand frustration is not to condone nor excuse shoddy scholarship. An analysis of manpower efforts in Atlanta has yet to be made for Professor Hefner's attempt, however noble his intentions, fall far short of the mark.

[re. Kerner Comm'n. retrospective hearing in Atlanta 2/23/71]

March 4, 1971

Mr. Harry Lefever
1050 Lynhurst Drive, S.W.
Atlanta, Georgia 30311

Dear Harry:

Thanks for attending the "Hearing" and giving me your report. Enclosed is our check for your services.

Please call me soon about when you, Esther, and I can get together. Lunchtime would be fine.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms
Encl.

Harry Lefever

SPELMAN COLLEGE
ATLANTA, GEORGIA 30314

Mr. Emory Via
Southern Regional Council
5 Forsyth St., N.W.
Atlanta 30303

SPELMAN COLLEGE
ATLANTA, GEORGIA 30314

Feb. 25, 1971

FEB 26 1971

Dear Emory,

Attached is my report of the "hearing" meeting.

I will have 5 copies of my article for you next week.

Sincerely,

Harry

Harry G. Lefever

JW, ~~DA~~,

I asked Harry to cover this meeting for me. Please return

Jerry

Member United Negro College Fund

REPORT ON POST-KERNER COMMISSION "HEARING" WITH SENATOR FRED HARRIS
Paschals Motel, Atlanta, Feb. 23, 1971

The meeting convened at 9:00 p.m. in room 501 of Paschals with approximately 55 persons in attendance. Most of those present were black. There were about 20 whites present, nearly half of whom were with the Harris' staff. Thus only 10 or 12 of the white were from Atlanta. The meeting was chaired by Mr. Tex Wilson, a former member of the Kerner Commission staff, and now with the Urban Coalition. Mr. Wilson explained the purpose of the meeting by saying that two members of the Kerner Commision - Gov. John Lindsey and Senator Fred Harris - are deeply concerned that the efforts of the Commission not get buried. In addition to working to implement the recommendations of the Commission Gov. Lindsey and Senator Harris, now three years after the Commision's Report, desire to get additional feedback from various cities across the country concerning the present urban conditions. Mr. Wilson then introduced Senator Harris.

Senator Harris introduced the members of his staff who were present. He then made a few remarks. Things haven't gotten better in our cities since the Kerner Commission Report three years ago; in fact, they have gotten worse. If the Report were in preparation now he would encourage a shift of emphasis in at least two respects: 1) there would be more direct appeal to the interests of the various groups in conflict in our cities, particularily the interests of blue collar workers; 2) there would be an effort to mention signs of hope in our cities. The Report was probably too pessimistic, which caused many people to despari of any efforts for change. He also pointed out that the Report ignored two problems that are now realized to be of major proportion in our cities - drugs, and the condition of our environment.

Atlanta is the first of a series of planned post-Kerner Commission hearings. Other similar meetings will be held in other cities across the country.

The meeting was then open for general discussion. For the next two hours Senator Harris listened as most of those present expressed their concerns and complaints regarding the conditions in Atlanta (and generally). Most of those who talked did so with intense feelings of frustration about the way things are, and with anger that there has been so little change in the past few years. The major themes of the discussion were the following:

1. Priorities - Many federal programs reflect the fact of misplaced priorities. Five or six people mentioned that going to the moon in order to bring back a bag of rocks was "ridiculous"; what is needed instead is housing, good jobs, better wages, medical services, recreation facilities, day care centers.

2. Federal Government - The federal government has failed to enforce the laws on the books, e.g., civil rights, voting rights. Atlanta needs more federal aid for transportation. White politicians are a "fake," or "mirage." They are "not for real." "How do we get a poverty program, a model cities program, a congress, a President to stop faking?"

3. Local Politics - "The political situation, relatively speaking, hasn't changed for the last fifty years." "The 'mind of the South' is still operating." The school boards, the Atlanta Housing Authority, the federal housing managers go out of their way to frustrate the goals of the Federal government or of concerned citizens. "We are not asking anymore; we are demanding tenant management in public housing."

4. Youth and Education - With all the planning in Mechanicsville, there are no plans for a swimming pool or gymnasium. Our educational system has failed. "The public schools are one big jive." Education has been misdirected - technical skills, not liberal arts is what is needed. "Booker T. Washington was right."

5. Drugs - "The biggest drug pusher is the federal government." The police also are not interested in stopping the flow of drugs. "If a ten year old on drugs can find a pusher when he needs one, why can't the Atlanta police?"

6. Talk, but no action - "It is the height of hypocrisy to 'feel the pulse' of the cities in a setting like this." "You have come here, Mr. Harris, to 'pick our brains,' and then you will go back to Washington and use what you have learned to help whites." "We are tired of talk, talk, commissions, etc., but no action." "This is the same kind of meeting that we have been in many times before. We have traveled all over the country to participate in similar talk. We are tired."

Senator Harris asked for expressions of any signs of hope. None was given. Someone asked if any of the programs now in Atlanta is effective to deal with the existing problems. A chorus of "No!" resounded from the group.

It is difficult to know how representative of Atlanta the meeting was. Certainly the black community was better represented than the white community - old and young, rich and poor, militant and moderate, educated and uneducated, leaders and "grassroots" were present from the black community. The whites I could identify from the 10-12 present included two boys from North Fulton High School, two teamsters union members, an Emory law student, a public housing manager, and a sociology professor. Obviously absent were any representatives of the poor white community.

-- Harry G. Lefever

The L. Q. C. Lamar Society

2727 SPENCER STREET
DURHAM, NORTH CAROLINA 27705
919-684-6774

April 13, 1971

Dear Paul:

Realizing that the $40 registration fee for the Atlanta symposium may be a bit steep for some people, particularly students, we are making tickets available for the Muskie dinner for only $10. The dinner will be at 7:30 p.m. on Friday, April 30 at the Sheraton-Biltmore Hotel. Students who purchase tickets for the Muskie dinner may attend the Friday afternoon and Saturday morning panels (excluding meals) without further charge.

In order to assure the broadest participation possible, I am writing to ask you to sell ten tickets to the Muskie banquet to people in your area. Could you call our office before Monday, April 26 and let us know how many tickets to send you? Your cooperation in this matter will be sincerely appreciated.

Sincerely,

Tom

Thomas H. Naylor

THN:km

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
FRANK SMITH, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

A Council to affirm the ideals and practices of equal opportunity for all peoples in the South

June 8, 1971

Mr. Mike H. Lawler
#139 Pleasant Street
Arlington, Massachusetts

Dear Mr. Lawler:

Attached is a list of persons whom I think would be useful for your students to visit on their southern tour or whom you might be able to use in the orientation program.

Under separate cover I will be sending some publications. The list of them is also attached.

The March, 1968 MONTHLY LABOR REVIEW was a special issue entitled "Labor in the South". Several of these articles might be useful for your group. I would especially recommend the one by Ray Marshall. A copy of my own article in the MLR will be included in the materials I am sending you.

Regarding strip mining, the publication of the Council of the Southern Mountains, MOUNTAIN LIFE AND WORK, has run several articles recently. A major article has appeared in ENVIRONMENTAL ACTION. The TVA magazine has recently run an

article on strip mining providing a rationale as to how it can be redone with minimal destructive side effects. I will attempt to locate the exact citation for these and include them on the list of publications.

The Retail, Wholesale, Department Store Union, Local 1199 (located in New York City) which organized the hospitals in Charleston has produced a film about the strike. It would be well worth viewing during your orientation session. I think it would be available from the local or from the Education Department of the AFL-CIO in Washington.

There are a number of good labor and labor related people in the states you intend to visit. In Virginia I would especially recommend Brewster Snow and also Julian Carper. Earl Davis, when he is home, is on Richmond and a black worker on the staff of C.O.P.E.

In North Carolina Wilbur Hobby would be an excellent resource. Aside from his present position he has been an area C.O.P.E. director and a local union official. Scott Hoyman is not only a regional director but a vice president of the Textiles Workers Union. Jim Pierce is a past regional director for the Industrial Union Department, AFL-CIO. Dan Pollitt would be particularly knowledgeable about the interaction between labor law and southern union progress. In West Virginia you will note that I am suggesting Miles Stanley and two persons connected with labor education activities at West Virginia University (Humphrey and Tapper).

[p.2 omitted - see attached pp.]

In Tennessee Matt Lynch is the State AFL-CIO president and Dan Powell is the area C.O.P.E. director (working in several southern states).

Three other people might be of use to you, depending on what your schedule and budget will allow. If your are stopping in Washington, I would suggest using George Guernsey who has had a long time association through labor education activities with a large number of southern union leaders. He would be especially skilled, I think, with young workers' groups. In the Economics Department at MIT Mike Peori has developed some expertise about the relation of unions, seniority question, and discrimination. I do not think he would profess to be a southern labor expert, but he is very well informed on those issues with which he has dealt. Vera Rony would be an excellent person to use in your orientation session if your budget allows. She has worked with both southern labor groups and with civil rights and student activists. Articles by her will be included in the materials mailing. As a general rule, any articles by Marshall will prove to be "meaty".

I trust these suggestions, attachments, and materials will prove to be useful.

Sincerely,

Emory F. Via, Director
Resuruces Development Center

EFV/gms

RECOMMENDED LIST OF PUBLICATIONS

LABOR IN THE SOUTH, F. Ray Marshall, University of Texas.(BOOK)

SORROW SONG IN BLACK AND WHITE, Vera Rony.

WAGES, INSURANCE, AND GROWTH, Raymond Munts.

NEW SOUTH, "Hard Times In The Mill," Kathy Kahn.

NEW SOUTH, "Improving The Southern Environment," Frank E. Smith.

NEW SOUTH, "Organizing Labor in North Carolina," Elizabeth Tornquist.

NEW SOUTH, " Going To Memphis," Vera Rony.

SOUTH TODAY, " Alabama Farmers On Strike," Robert Troy.

SOUTH TODAY, "The Standards Change," Emory F. Via.

IN MEMPHIS: MIRROR TO AMERICA?, J. Edwin Stanfield.

IN MEMPHIS: ONE YEAR LATER, Pat Watters with Ed Stanfield.

TENNESSEE VALLEY PERSPECTIVE, Spring, 1971.

MONTHLY LABOR REVIEW

MOUNTAIN LIFE & WORK, March 1971.

ENVIRONMENTAL ACTION, March 5, 1971.

THE SOUTH AND HER CHILDREN: School Desegregation, 1970-1971.

DISCRIMINATION, INTEGRATION, AND JOB EQUALITY, Emory F. Via.

Mike H. Lawler
#139 Pleasant St
Arlington, Mass.

JUN 8 1971

June 5, 1971

Dear Mr. Via,

Ginna Frank has suggested I write you for some help on a curriculum project I am currently developing, the Southern Studies Curriculum. This program involves a week of brief, introductory study here in Cambridge and three weeks of travel in the mid-South states, especially North Carolina and Virginia. This program is one aspect of the Group School's summer semester--the first semester we have attempted a full-time, alternative school.

The Group, Inc., is an association of working class youth and volunteer teachers. One aspect of our activities has been the development of an alternative school for working class youth here in Cambridge. The summer semester is supported by private donations and a small grant from the M.I.T. Community Services Fund.

Both teachers working with the kids involved in this trip attended school in the South and have lived and worked in the region. One focus of our study and trip will be the Southern labor movement.

Can you recommend and/or provide short articles or references on the past and current union movements in the South. Articles and short pieces are much preferable--they will be read, whereas the standard reference works are mostly a lost ~~cost~~ cause in terms of the kids getting into them at this stage of the game.

Has New South, current or past issues, carried any articles on Southern labor, especially the textile workers' union and the hospital employees union? Could you send a few copies to us? If necessary we would be happy to reimburse the S.R.C., though we are on a very tight budget. Also, can you forward a copy or two of the report, "The South and Her Children", January, 1971?

Can you suggest persons associated with labor organizing with whom we might correspond now about arranging to get together when in the area--especially Virginia, West Virginia, Tennessee, Kentucky, and North Carolina. We are already in touch with Jim Rowan, an attorney in Durham, North Carolina, and should be able to arrange some conversations there.

And, a final request--can you suggest some articles on strip mining in Appalachia? Reports? Where to locate them?

Thanks for any help you can provide—

Mike Lawler

U. S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
SUITE 540, 1371 PEACHTREE STREET, N.E.
ATLANTA, GEORGIA 30309

August 31, 1971

Dr. Emory Via
Southern Regional Council
5 - Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Emory:

Enclosed are two copies of BLS Report No. 394/CPR, Series P-23, No. 38, The Social and Economic Status of Negroes in the United States, 1970. One copy is for you; the other is for the Research Department.

I appreciate your willingness to suggest persons who would make use of a complimentary copy of the report.

Sincerely,

Charles S. Bullock, Jr.
Deputy Regional Director

2 Enclosures

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
FRANK SMITH, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

August 31, 1971

Mr. Charles Bullock
Bureau of Labor Statistics
1371 Peachtree Street, N.W.
Atlanta, Georgia

Dear Charles:

Regarding your conversation about the new edition of Social and Economic Conditions of Negroes in the U.S., I would like for the following persons to receive a copy:

Mr. Jerry Roden, Executive Director
Alabama Council on Human Relations
P.O. Box 409
Auburn, Alabama 36830

Mr. Elijah Coleman, Executive Director
Arkansas Council on Human Relations
600 West 9th Street, Suite 210
Little Rock, Arkansas 72201

Mr. John McCown, Executive Director
Georgia Council on Human Relations
75 Piedmont Avenue, N.E.
Suite 462
Atlanta, Georgia 30303

Mrs. Pat Miller, Executive Director
Louisiana Council on Human Relations
First Federal Savings & Loan Building
7986 Scenic Highway
Baton Rouge, Louisiana 70807

Mrs. Pat Derian
Mississippi Council on Human Relations
108 South President Street
Jackson, Mississippi 39201

Rev. Paul Mathias, Executive Director
South Carolina Council on Human Relations
The Columbia Building, Suite 200
1203 Gervais Street
Columbia, South Carolina 29201

Mr. Richard M. Moon, Executive Director
Tennessee Council on Human Relations
818-B 17th Street, South
Nashville, Tennessee 37203

Rev. Curtis W. Harris, Executive Director
Virginia Council on Human Relations
214 East Clay Street, Room 310
Richmond, Virginia 23219

Miss Winifred Green, Director
American Friends Service Committee
52 Fairlie Street, N.W.
Atlanta, Georgia 30303

Mr. Hayes Mizell
American Friends Service Committee
401 Columbia Building
1200 Main Street
Columbia, South Carolina 20201

Mr. David L. Jacobs, Director
American Friends Service Committee
450-A Belsaw Avenue
Mobile, Alabama 36603

Mr. Charles Prejean, Director
Federation of Southern Cooperatives
52 Fairlie Street, N.W.
Atlanta, Georgia 30303

Atty. Charles Morgan
American Civil Liberties Union
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Mr. Clarence Wright
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dr. Paul Gaston
Department of History
University of Virginia
Charlottesville, Virginia

Mr. Emory F. Via, Director
Resources Development Center
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Research Department
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Mr. John Lewis, Director
Voter Education Project
5 Forsyth Street, N.W.
4th Floor
Atlanta, Georgia 30303

Mr. John P. Roblin
TENCO
P.O. Box 718
Gulfport, Mississippi 39501

Mr. John Edwards, Director
North Carolina VEP
P.O. Box 701
107½ Parish Street
Durham, North Carolina 27701

South Carolina Voter Education Project
1420 Lady Street
Columbia, South Carolina 29201

Georgia Center for Elected Officials
Clark College
240 Chestnut Street, S.W.
Atlanta, Georgia 30314

Mr. Sherill Marcus, Director
Birmingham Center for Elected Officials
Miles College
P.O. Box 122
Birmingham, Alabama 35208

Mr. Larry Rand, Director
Mississippi Center for Elected Officials
P.O. Box 219
Togaloo, Mississippi 39174

Dr. Thomas Smith, Director
Louisiana Center for Elected Officials
Southern University
Baton Rouge, Louisiana 70813

Mrs. Viola Cleveland
Black Appalachian Commission
13½ Eagle Street
Asheville, North Carolina 28801

Miss Mary G. Brown
284 "B" Street
Abingdon, Virginia 24210

Mrs. Wylda D. Harbin
110 Green Street
Harlan, Kentucky 40831

Mr. Carl Johnson, Regional Director
Black Appalachian Commission
36-A Hillcrest Apartments
Asheville, North Carolina 28801

Mr. Harry Walker, President
University of South Carolina Student Body
Greenville, South Carolina

Thank you very much.

Sincerely,

Emory F. Via, Director
Resouces Development Center

Southern [illegible], Inc.
5 FORSYTH STREET, N. [illegible] A 30303
522-5764

PAUL ANTHONY
EXECUTIVE DIRECTOR

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

MEMORANDUM

TO:

FROM: Emory F. Via, Director, Resources Development Center

DATE: August 31, 1971

Emory F. Via

I have asked Brunswick Bagdon, Regional Director of the Bureau of Labor Statistics, to send you a copy of the most recent edition of Social and Economic Conditions of Negroes in the U.S.

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
FRANK SMITH, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

December 21, 1971

Mr. George C. Land, Coordinator
Career Planning and Placement Service
806 Greensferry Avenue, S.W.
Atlanta, Georgia 30310

Dear Mr. Land:

Enclosed are some of our recent publications. You are being placed on our mailing list for future releases.

Thanks so much for taking the time to meet with Alan Thompson of the University of Texas and myself and for arranging for us to meet with some of the other placement officers.

We think that our project focusing on black female employment can be very useful as a demonstration, for providing useful research, and as a temporary additional resource.

We look forward to close cooperation with the placement officers at the Atlanta University Center.

Sincerely,

Emory F. Via

Emory F. Via, Director
Resources Development Center

EFV/gms
Encls.

E.Lester Levine
2020 Continental Ave,#237
Tallahassee,Florida 32304
January 31, 1972

Director
Southern Regional Council, Inc.
52 Fairlie Street, N.W.
Atlanta, Georgia 30303

Dear Sir:

I am writing concerning the groups that made up the Florida Council of Human Relations, formerly funded through the Southern Regional Council. As the present president of the Tallahassee Human Relations Council I recently reviewed our old files and came across reference to periodic meetings of the Florida Council on Human Relations.

Can you tell me whether or not any informal group has continued, now that funding for its staff has discontinued? Has the Southern Regional Council's Atlanta staff assumed any coordinating responsibilities with the ending of the Florida funding?

I realize that we now have a state agency consisting of one staff position in Florida but wanted to know what other assistance might be available to local groups.

Sincerely,

E. Lester Levine

President
Tallahassee Human Relations Council

February 2, 1972

Mr. E. L. Levine
2020 Continental Avenue
#237
Tallahassee, Florida 32304

Dear Mr. Levine:

To the best of my knowledge no group has attempted to coordinate local Councils on Human Relations in the state since the Florida Council on Human Relations was disbanded.

We here at SRC are not attempting to provide such service. We will continue to have programs that will reach into Florida from time to time. And we certainly welcome opportunities to work with local groups and to be of assistance when we can

As you perhaps know, the Florida Council had difficulties in building a statewide program and in securing adequate support for it. We ourselves have no funds for state or local councils on human relations at this time.

You have our warmest good wishes in your efforts to continue a local council and I hope you find ways to be in touch with otherefforts in the state.

I note that you are not currently receiving our publications. Recent issues are being sent separately and your name will be added to our mailing list.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

LEADERSHIP CONFERENCE ON CIVIL RIGHTS

ROY WILKINS, Chairman
ARNOLD ARONSON, Secretary
JOSEPH L. RAUH, JR., Counsel
BAYARD RUSTIN, Executive Committee Chairman
CLARENCE M. MITCHELL, Legislative Chairman
JAMES HAMILTON, Compliance & Enforcement Chairman
MARVIN CAPLAN, Director Washington Office
J. FRANCIS POHLHAUS, Special Consultant
YVONNE PRICE, Executive Assistant

2027 Mass. Ave., N.W., Washington, D.C. 20036 phone 667-1780 • New York address: 55 West 42nd St., New York 10036, phone 564-3450

MEMO: No. 3-72
February 17, 1972

TO: Participating Organizations

FROM: Arnold Aronson, Secretary

RE: Cloture and "Anti-Busing"

SENATE FACES TWO MAJOR ISSUES: EEOC & SCHOOL DESEGREGATION

Our forces have lost a key fight in the campaign to strengthen the Equal Employment Opportunity Commission. After twice defeating attempts by opponents to weaken enforcement, the Senate on Tuesday, February 15, adopted 45-to-39 an amendment that knocks out the provision giving the EEOC power to issue cease-and-desist orders against violators of the law.

The vote came, as it has come twice before, on an amendment offered by Senator Peter Dominick (R., Colo.). Two other times the Dominick amendment was narrowly defeated by a margin of two votes. Both times the chronic absenteeism that besets the Senate this year kept down the margin of victory. This time absenteeism caused our side to lose the crucial vote and a variation of the old Dominick amendment was adopted. We reprint this vote with this MEMO. As you can see by examining it, many of the absent Senators would have voted against the Dominick amendment.

Briefly, what that amendment does is substitute for cease-and-desist a weaker enforcement procedure: once EEOC has found evidence of job discrimination because of race, color, religion, sex, or national origin, its General Counsel would be empowered to go into the Federal District Court and seek a court order against the violator. In cases that the General Counsel certifies are of general public importance, a three-judge Court would be convened, with direct appeal to the Supreme Court.

A Step Forward

It was disappointing to see cease-and-desist knocked out of the bill. It was also disappointing to see the Senate adopt another amendment that blocked the transfer of the functions of the Labor Department's Office of Federal Contract Compliance to the EEOC. Nevertheless we believe that the EEOC bill (S. 2515) in its present form still represents a step forward in the fight to strengthen the Commission.

PARTICIPATING ORGANIZATIONS

ACTORS EQUITY
AFRICAN METHODIST EPISCOPAL CHURCH
AFRICAN METHODIST EPISCOPAL ZION CHURCH
ALPHA KAPPA ALPHA SORORITY, INC.
ALPHA PHI ALPHA FRATERNITY, INC.
AMALGAMATED CLOTHING WORKERS OF AMERICA
AMALGAMATED MEAT CUTTERS & BUTCHER WORKMEN
AMERICAN BAPTIST CONVENTION — DIVISION OF SOCIAL CONCERN
AMERICAN CIVIL LIBERTIES UNION
AMERICAN ETHICAL UNION
AMERICAN FEDERATION OF LABOR — CONGRESS OF INDUSTRIAL ORGANIZATIONS
AMERICAN FEDERATION OF STATE COUNTY & MUNICIPAL EMPLOYEES
AMERICAN FEDERATION OF TEACHERS
AMERICAN GI FORUM
AMERICAN JEWISH COMMITTEE
AMERICAN JEWISH CONGRESS
AMERICAN NEWSPAPER GUILD
AMERICAN VETERANS COMMITTEE
AMERICANS FOR DEMOCRATIC ACTION
ANTI-DEFAMATION LEAGUE OF B'NAI B'RITH
A. PHILIP RANDOLPH INSTITUTE
B'NAI B'RITH WOMEN
BROTHERHOOD OF SLEEPING CAR PORTERS
CHRISTIAN METHODIST EPISCOPAL CHURCH
CHURCH OF THE BRETHREN - BRETHREN SERVICE COMMISSION
CHURCH WOMEN UNITED
CITIZENS LOBBY FOR FREEDOM & FAIR PLAY
COUNCIL FOR COMMUNITY ACTION
DELTA SIGMA THETA SORORITY
EPISCOPAL CHURCH—DIVISION OF CHRISTIAN CITIZENSHIP
FRANCISCAN SOCIAL ACTION TEAM
FRIENDS COMMITTEE ON NATIONAL LEGISLATION
FRONTIERS INTERNATIONAL
FRONTLASH
HADASSAH
HOTEL AND RESTAURANT EMPLOYEES AND BARTENDERS INTERNATIONAL UNION
IMPROVED BENEVOLENT & PROTECTIVE ORDER OF ELKS OF THE WORLD
INDUSTRIAL UNION DEPARTMENT — AFL-CIO
INTERNATIONAL LADIES GARMENT WORKERS' UNION OF AMERICA
INTERNATIONAL UNION OF ELECTRICAL RADIO & MACHINE WORKERS
IOTA PHI LAMBDA SORORITY, INC.
JAPANESE AMERICAN CITIZENS LEAGUE
JEWISH LABOR COMMITTEE
JEWISH WAR VETERANS
KAPPA ALPHA PSI FRATERNITY
LEAGUE FOR INDUSTRIAL DEMOCRACY
LEAGUE OF WOMEN VOTERS OF THE UNITED STATES
LUTHERAN CHURCH IN AMERICA — BOARD OF SOCIAL MINISTRY
LUTHERAN HUMAN RELATIONS ASSOCIATION
MEDICAL COMMITTEE FOR HUMAN RIGHTS
NATIONAL AFRO-AMERICAN LABOR COUNCIL
NATIONAL ALLIANCE OF POSTAL & FEDERAL EMPLOYEES
NATIONAL ALLIANCE OF POSTAL & FEDERAL EMPLOYEES — NATIONAL WOMEN'S AUXILIARY
NATIONAL ASSEMBLY FOR SOCIAL POLICY & DEVELOPMENT, INC.
NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE
NATIONAL ASSOCIATION OF COLLEGE WOMEN
NATIONAL ASSOCIATION OF COLORED WOMEN'S CLUBS, INC.
NATIONAL ASSOCIATION OF MARKET DEVELOPERS
NATIONAL ASSOCIATION OF NEGRO BUSINESS & PROFESSIONAL WOMEN'S CLUBS, INC.
NATIONAL ASSOCIATION OF REAL ESTATE BROKERS, INC.
NATIONAL ASSOCIATION OF SOCIAL WORKERS
NATIONAL BAPTIST CONVENTION, U. S. A.
NATIONAL BAR ASSOCIATION
NATIONAL CATHOLIC CONFERENCE FOR INTERRACIAL JUSTICE
NATIONAL COUNCIL OF CATHOLIC MEN
NATIONAL COUNCIL OF CATHOLIC WOMEN
NATIONAL COUNCIL OF CHURCHES—DEPARTMENT OF SOCIAL JUSTICE
NATIONAL COUNCIL OF JEWISH WOMEN
NATIONAL COUNCIL OF NEGRO WOMEN
NATIONAL COUNCIL OF PUERTO RICAN VOLUNTEERS, INC.
NATIONAL COUNCIL OF SENIOR CITIZENS, INC.
NATIONAL DENTAL ASSOCIATION
NATIONAL EDUCATION ASSOCIATION
NATIONAL FARMERS UNION
NATIONAL FEDERATION OF SETTLEMENTS & NEIGHBORHOOD CENTERS
NATIONAL FEDERATION OF TEMPLE SISTERHOODS
NATIONAL JEWISH COMMUNITY RELATIONS ADVISORY COUNCIL
NATIONAL JEWISH WELFARE BOARD
NATIONAL LEGAL AID & DEFENDER ASSOCIATION
NATIONAL MEDICAL ASSOCIATION
NATIONAL NEWSPAPER PUBLISHERS ASSOCIATION
NATIONAL ORGANIZATION FOR MEXICAN-AMERICAN SERVICES
NATIONAL ORGANIZATION FOR WOMEN
NATIONAL RURAL HOUSING COALITION
NATIONAL SHARECROPPERS FUND
NATIONAL URBAN LEAGUE
OIL, CHEMICAL & ATOMIC WORKERS INTERNATIONAL UNION
OMEGA PSI PHI FRATERNITY, INC.
PHI BETA SIGMA FRATERNITY, INC.
PHI DELTA KAPPA SORORITY
PIONEER WOMEN, AMERICAN AFFAIRS
POALE ZION
PRESBYTERIAN INTERRACIAL COUNCIL
RETAIL CLERKS INTERNATIONAL ASSOCIATION
RETAIL, WHOLESALE & DEPARTMENT STORE UNION
SCHOLARSHIP, EDUCATION & DEFENSE FUND FOR RACIAL EQUALITY, INC.
SOUTHERN BEAUTY CONGRESS, INC.
SOUTHERN CHRISTIAN LEADERSHIP CONFERENCE
TEXTILE WORKERS UNION OF AMERICA
TRANSPORT WORKERS UNION OF AMERICA
UNION OF AMERICAN HEBREW CONGREGATIONS
UNITARIAN UNIVERSALIST ASSOCIATION
UNITARIAN UNIVERSALIST WOMEN'S FEDERATION
UNITED AUTOMOBILE WORKERS OF AMERICA
UNITED CHRISTIAN MISSIONARY SOCIETY
UNITED CHURCH OF CHRIST — COMMITTEE FOR RACIAL JUSTICE NOW
UNITED CHURCH OF CHRIST — COUNCIL FOR CHRISTIAN SOCIAL ACTION
UNITED FARM WORKERS ORGANIZING COMMITTEE
UNITED HEBREW TRADES
UNITED METHODIST CHURCH - BOARD OF SOCIAL CONCERN
UNITED PRESBYTERIAN CHURCH — COMMISSION ON RELIGION & RACE
UNITED PRESBYTERIAN CHURCH — OFFICE OF CHURCH & SOCIETY
UNITED RUBBER WORKERS
U. S. CATHOLIC CONFERENCE — DEPARTMENT OF SOCIAL DEVELOPMENT
UNITED STATES NATIONAL STUDENT ASSOCIATION
UNITED STATES YOUTH COUNCIL
UNITED STEELWORKERS OF AMERICA
UNITED SYNAGOGUE OF AMERICA
WOMEN'S INTERNATIONAL LEAGUE FOR PEACE & FREEDOM
WORKERS DEFENSE LEAGUE
WORKMEN'S CIRCLE
YOUNG MEN'S CHRISTIAN ASSOCIATION, NATIONAL BOARD
YOUNG WOMEN'S CHRISTIAN ASSOCIATION OF THE USA, NATIONAL BOARD
YOUTH CITIZENSHIP FUND, INC.
ZETA PHI BETA SORORITY

The bill would:

. extend EEOC's coverage to include state and local employees, Federal civil service workers, and employees - mostly teachers - of educational institutions;

. extend commission coverage to private employers and unions with 15* or more employees and members (the present limit is 25);

. transfer to the EEOC the U. S. Attorney General's right to bring pattern or practice suits.

What Happens Now?

A filibuster, waged largely by Senator Dominick and his southern allies, Senators Sam Ervin (D., N.C.) and James Allen (D., Ala.), has kept the Senate from bringing S. 2515 to a final vote. Two previous attempts to invoke cloture and limit debate have failed. A third attempt will be made this Tuesday, February 22. The cloture vote is expected to come at around 12:30 P. M.

Now that the bill meets his specifications, Senator Dominick has said he will vote for cloture. Others are also expected to switch, and there is a good chance that the Senate will, this time, muster two-thirds of those present and voting in favor of ending the filibuster. We underline "present," of course, because of the absentee problem. All Senators should be urged to be present Tuesday and vote for cloture. Absence on such key votes for Senators who support civil rights legislation is inexcusable; particularly inexcusable on this vote when Senators have a date and time certain and enough advance notice to arrange their schedules to be here.

NEXT: THE HIGHER EDUCATION BILL AND THE ANTI-BUSING AMENDMENTS

Once it completes work on the EEOC bill, the Senate will turn its attention to another major civil rights measure - S. 659, a bill to give Federal aid to higher education and to authorize $1.5 billion in emergency aid to public schools seeking to desegregate. The Senate last year passed separate higher education and school desegregation bills. But because the House combined the two bills into one, it has been necessary for the Senate to consolidate its separate measures and send both to conference with the House.

A Major Fight Shapes Up

As previously reported, the House added several anti-civil rights amendments to the bill, under the guise of dealing with the issue of busing. At least 15 amendments of the same sort have already been introduced in the Senate. Attempts to add them to S. 659 promises to make consideration of that measure the occasion for a full-scale, major debate on school desegregation and busing.

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*the original bill would have extended coverage to eight or more.

What the Anti-Civil Rights Amendments Contain

Richard Warden, chairman of the Leadership Conference's Education Subcommittee and director of the Washington Research Project Action Council, has analyzed the pending amendments and has this to say about them:

"Provisions with the following objectives were included as part of the House-passed bill and are expected to be offered as amendments to the Senate bill:

> Delay until all appeals are exhausted the effect of any federal court order requiring the transfer or transportation of students for integration purposes; bar the use of federal education funds to bus students or the use of federal pressure on local school boards to spend local or state funds on any activity for which federal funds could not be used (in other words, to prevent the expenditure of federal, state or local funds on transportation of students for the purpose of integration); prohibit the use of funds appropriated under the authority of the school desegregation assistance bill to buy buses or pay for busing children to or from school, a provision advocated by the Nixon Administration.

In addition to these amendments, other anti-civil rights proposals are expected. Although they differ in language, the amendments have one thing in common: they are designed to impede the national effort to reduce racial and economic isolation in the schools and to bring about equality of educational opportunity. The amendments would:

> Legitimize freedom of choice desegregation plans regardless of effectiveness; prohibit federal courts and agencies from requiring teacher transfers to achieve faculty desegregation; prohibit HEW or the federal courts from requiring transportation "for the purpose of altering in any way the racial composition of the student body" in any public school; prohibit administrative agencies, under Title VI of the Civil Rights Act of 1964, and the federal courts from denying any child the right to attend a neighborhood school.

The irrationality of adding amendments to limit integration in a bill which purports to assist in ending segregation is obvious. Anti-busing or other anti-civil rights amendments are particularly deplorable and out of place in a bill to facilitate the elimination of segregation in the schools and to improve the quality of education for students attending those schools."

The Issues Before Us

Obviously if any of these amendments are adopted, the cause of school desegregation will suffer. Given the present emotion-charged national mood on the subject of school busing, there will be strong pressure on Senators to adopt some of the provisions outlined, even though they have nothing to do with busing and are in most cases attempts to stop school integration.

The task for Leadership Conference organizations is clear: we must make an all-out effort to try and defeat these provisions. The Senate is expected to act quickly on this bill. It comes to the floor under a unanimous agreement to limit debate on the entire bill to six hours and debate on each amendment to two. Disposition of S. 659 could come in a matter of days.

Please start now to phone, wire and write your Senators urging them to vote against all anti-civil rights amendments. Urge them to be here and fight attempts to reverse whatever progress toward desegregation we have made. They are hearing from the other side. They must hear from groups that want to see our schools integrated if they are to fight this new and shameful threat to civil rights.

* * * * * *

Senate Vote On EEOC Bill

Associated Press

Democrats For: 18

Allen (Ala.)	Ervin (N.C.)
Bentsen (Tex.)	Gambrell (Ga.)
Bible (Nev.)	Hollings (S.C.)
Byrd (Va.)	Jordan (N.C.)
Byrd (W.Va.)	Long (La.)
Cannon (Nev.)	McClellan (Ark.)
Chiles (Fla.)	Sparkman (Ala.)
Eastland (Miss.)	Spong (Va.)
Ellender (La.)	Stennis (Miss.)

Republicans For: 27

Aiken (Vt.)	Goldwater (Ariz.)
Allott (Colo.)	Gurney (Fla.)
Baker (Tenn.)	Griffin (Mich.)
Bellmon (Okla.)	Hruska (Neb.)
Bennett (Utah)	Jordan (Idaho)
Brock (Tenn.)	Miller (Iowa)
Buckley (N.Y.)	Roth (Del.)
Cook (Ky.)	Saxbe (Ohio)
Cooper (Ky.)	Smith (Me.)
Cotton (N.H.)	Thurmond (S.C.)
Curtis (Neb.)	Tower (Tex.)
Dole (Kans.)	Weiker (Conn.)
Dominick (Colo.)	Young (N.D.)
Fannin (Ariz.)	

Democrats Against: 27

Bayh (Ind.)	Mondale (Minn.)
Burdick (N.D.)	Montoya (N.M.)
Church (Idaho)	Moss (Utah)
Cranston (Calif.)	Nelson (Wis.)
Eagleton (Mo.)	Pastore (R.I.)
Gravel (Alaska)	Pell (R.I.)
Harris (Okla.)	Proxmire (Wis.)
Hart (Mich.)	Randolph (W.Va.)
Hughes (Iowa)	Ribicoff (Conn.)
Inouye (Hawaii)	Stevenson (Ill.)
McGee (Wyo.)	Symington (Mo.)
McGovern (S.D.)	Tunney (Calif.)
McIntyre (N.H.)	Williams (N.J.)
Metcalf (Mont.)	

Republicans Against: 12

Beall (Md.)	Pearson (Kans.)
Boggs (Del.)	Percy (Ill.)
Brooke (Mass.)	Schweiker (Pa.)
Case (N.J.)	Scott (Pa.)
Javits (N.Y.)	Stafford (Vt.)
Mathias (Md.)	Stevens (Alaska)

Pairs: Hansen (Wyo.) for, Taft (Ohio) against; Fulbright (Ark. for, Muskie (Me.) against; Talmadge (Ga.) for, Mansfield (Mont.) against. (A pair denotes senators' positions when one or both are absent.)

Vote taken Feb. 15, 1972

Legal Defense Fund

NAACP LEGAL DEFENSE AND EDUCATIONAL FUND, INC.
10 Columbus Circle, New York, N. Y. 10019 • JUdson 6-8397

Division of Legal Information and Community Service
Southeastern Regional Office
237 West Trade St., White House Inn, Room 332
Charlotte, N. C. 28202
(704) 332-6121

February 29, 1972

Mr. Emory Via
Southern Regional Council, Inc
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Emory:

The Legal Defense Fund is extremely interested in finding out what the monitors found in those LDF school districts which (1) definitely need legal attention (for example, no Green or Swann motions filed, no Singleton, etc.); (2) may need some legal initiatives or legal attempts particularly in the area of black student rights, expulsions, suspensions, etc.

Accordingly, I am writing to ask you to send me a copy of your report(s) on those districts listed below as soon as possible so that we may get some definitive idea of what is going on and what responsibilities we have in that district(s).

Thank you.

Sincerely,

Bob

Bob Valder
Regional Director

BV/sm

Districts:

Atlanta, Georgia

Contributions are deductible for U. S. income tax purposes

Return to E.T. Ladd

College Entrance Examination Board
Suite 200, 17 Executive Park Drive, N.E., Atlanta, Georgia 30329
(404) 636-9465

Southern Regional Office

March 6, 1972

MEMORANDUM

TO: Persons Interested in Project Opportunity

FROM: Hugh R. Fordyce

would this guy be a possibility

Attached is a draft of an article by Lauren Smith of Nashville which describes the work ~~of~~ of educational change agent, Ed Landers, at the Project Opportunity schools in Nashville. Project Opportunity funds were used to initiate this program some three years ago. I think the article is well written and accurate. Intended for general audience, we would like to see it published in some journal such as the Saturday Review or The New York Times Magazine. I would appreciate it if you would read the draft and offer any suggestions you might have regarding its publication in an appropriate journal.

The educational change agent program is still in operation in Nashville, but Project Opportunity funds are no longer being used for its support. Ed Landers now works almost full time at one school, Rose Park, and is currently being paid by the Teachers Educational Alliance for Metro, a federally funded program.

HRF/jet

Enclosure

2/23/72 MAR 6 19

Self-evaluation and change are elements of life traditionally alien to the U.S. classroom. Whatever the reasons--lack of competition, sheer numbers of people involved, or inability to define goals and results--educators generally shudder at the idea of trying something different. Nowhere can this principle be illustrated better than in the inner-city school. For years these schools have had a tradition of failure, regularly turning out students who can't read, add, subtract, or even fill out an application for a menial job. Because of their notable lack of effectiveness, urban schools have been among the chief targets of the many federally and privately funded programs that have sprung up across the country over the last decade.

One such program, sponsored by the Ford Foundation, the Southern Association of Colleges and Schools, and the College Entrance Examination Board, was originally established as a 15-year experiment in helping bright but often very poor students make it into college. Eleven centers in eight Southern states participated in the project, which linked various junior and senior high schools with sponsoring "sister" colleges or universities. The thrust of the program was directed at giving selected students enrichment and support experiences, as well as advice and encouragement in the tedious processes of testing, interviewing and applying to college.

Underlying the sponsors' actions in creating Project Opportunity was a carefully considered effort to change the schools from within, and, in so doing, to change community attitudes about poverty and race as they relate to education. The eleven project centers have met with many successes--particularly with individual students--during the years since 1964 when

it was established. But toward the sixth year of the experiment, sponsoring funding agencies decided to reduce the amount of outside money that had been available for the program, hoping that local funds would be substituted. Project Opportunity continued as best it could in Nashville, helping the sophomores, juniors and seniors still in the program get to college.

As the program struggled along, generously supported by the efforts of the local council of Jewish Women, one particularly bright spot began to emerge in support of the theory that educational change can be created and sustained within the confines of the schools themselves. This bright spot was focused on an educational change agent functioning in Project Opportunity's two Nashville centers, Rose Park Junior and Cameron High School.

Dr. Edward Landers, who was a Vanderbilt University graduate student at the time he "invented" his change agent role, had had experience in initiating social changes. An ordained Episcopal priest, Landers had worked against organized crime and racial prejudice in his home state of Louisiana. Through some rough experiences, he learned that change is something that can be made to happen within social groups, provided one is equipped with the proper skills and an environment where change is badly needed. He found both in Nashville.

At Vanderbilt's Divinity School, working within a special and unusually flexible program of graduate education, Landers was able more or less to prescribe his own course of study. Reading widely in education, sociology, psychology and anthropology, Landers concentrated on change and the skills needed to effect it. About the same time he entered graduate school, he was engaged by Parker Coddington, director of Summer Sessions at Vanderbilt, as a master teacher in a Vanderbilt-Project Opportunity summer workshop. The

project provided an excellent training ground for a change agent, because it was one of the few areas in the Metropolitan School System where people had not only realized that change was urgently needed, but were also willing to work toward making that change happen.

When the summer workshop was over, Coddington, who is also director of Vanderbilt's Office of External Affairs and head of the policy committee for Project Opportunity, urged Landers to continue his work with the teachers at Rose Park and Cameron. Together the two men wrote a proposal for National Science Foundation money, and Landers was launched into his new role as the university's educational field agent.

As he began to operate, Ed had no exact course of action.

"I had clear short-, middle- and long-term goals," he explained, "but I did not have one fixed way to reach them. I conceived of my plan of action as a map with alternate routes," he continued, "each of which would lead, one way or the other, to those goals."

Underlying this flexibility of approach, however, was a systematic analysis of the particular goals and possible ways to meet them.

"I had to keep myself adaptable," Landers said, "and open to whatever might happen. Different outcomes from those I had anticipated didn't really surprise me, because I considered the unexpected as one of the givens in mapping out my course of action."

His unique combination of careful analysis and innate flexibility allowed Landers to move freely within the nexus of traditional educational roles that made up his environment. It also confused the teachers with whom he was beginning to work. They did not know who he was or why he was there.

"At first we thought he was some kind of spy from the Board of Education," one teacher recalled, "coming to check up on us."

Oddly enough, teachers as a rule do not gather in groups--even small ones--to discuss their day-to-day work. One reason is lack of time. The teacher's day is filled not only by his students, but also by all kinds of paperwork and errands requested by the administration. There is another more cogent reason for their reticence, though. It is professional fear.

"We all know we haven't really been trained to teach," a Cameron instructor admitted. "We're afraid that what we're doing in our classrooms isn't really legitimate teaching, and if we talk about it, others will find out how little we know about our profession."

Lander's first step, then, was to bring teachers at the two Nashville schools into real contact with each other, so that they could begin to understand themselves as teachers better, and so that they could begin to face some of the problems bothering them.

"We had found by working with the Project Opportunity students," Landers said, "that even these exceptionally bright children were not getting the academic training they needed for college. We felt that working directly with the teachers was the only way we could truly begin to change the students' experiences. Of course, results are slower to show up this way, but after about a year of working with teachers, you can begin to see changes in students, their parents, and the community at large."

As he began working with the teachers and principal at Rose Park, certain aspects of the regimented in-school existence cropped up again and again as problems. The P.A. system blasted into classrooms unexpectedly, interrupting teachers as they were speaking; bells clanged frequently, rattling eardrums and jarring nerves, and students stampeded the halls at fifty-minute intervals, filling the building with a crescendo of noise and threatening teachers with loss of life or limb if they ventured into the melee. The school doesn't

have to function this way, of course, but it does, and most teachers feel inadequate to suggest any changes in routine.

Using a School Environment Scale designed by Hugh Fordyce, associate director of Project Opportunity, Landers tested the atmosphere at the beginning of the school year. He found that teachers feared suggesting alternatives to the principal, felt unprepared to introduce new curricular materials, did not support each other or share problems with fellow instructors, and in general had very little self-confidence. Landers started working to change that situation.

"Since I've come to a new school this year," one teacher explained, "I appreciate more than ever what Ed was doing last year. He started a creeping doubt among us teachers about whether the stifling regimentation at our school was really necessary."

"He would never really help us," another teacher recalled. "He would sometimes make suggestions, or somehow see that others made suggestions, but he insisted that we carry through on our ideas."

"At first things went very slowly," she continued. "We were so unused to getting gripes and problems aired that it was difficult. Then too, we were suspicious of Ed for a long time. He did't fit into any of the standard roles that teachers are familiar with."

Another instructor pointed out that the school's teachers were so used to spending time on mundane things, so unused to picking up their heads and looking at the overall picture, that they spent months with Ed working over "little niggling, unimportant problems."

"If we had only known how to look at the larger problems," one teacher said, "all those little things would have vanished overnight."

But Landers is not interested in pointing out the problems to the teachers himself. He is concerned instead with developing the potential of each person with whom he works.

"I try to help them learn to think creatively about themselves and their situation," he explains. "I start out with trying to give them small successes to build their self-confidence, and to bring them to the point where they are willing to take larger and larger risks for changes within the environment in which they function. I urge them to keep in mind, though, that no risk is worth anything unless its potential gain is as great or greater than its potential loss."

Landers shares risks and failures with his group, and identifies himself in such a way that he is on the line as well as they.

"As they begin to trust me and to see that I am sharing risks with them," Landers pointed out, "they are more and more willing to attempt changes in themselves and in the system of which they are a part."

Landers concentrates first on enhancing individual self-images, then a group image, and finally the image of the school as a whole. When his teachers begin having successes, however, Landers begins to withdraw from his position of leadership. This method makes way for the teachers to accept credit for changes made and to begin extending their realms of responsibility.

"One has to be able to move into the unknown," Landers explains, "where you can't choose the outcome. You have to learn to accept success and failure on your own."

As he withdraws, Ed gets satisfaction not from direct praise of his work, but from evidences of his teachers' new confidence as individuals and as a group. If he can see that a person has turned from a mere cog within the system to a free-functioning agent, then he knows that his long-range goal has been accomplished.

Those accepting Ed's guidance see the function of his role somewhat differently. At Rose Park, for example, teachers and principals gradually came to a better understanding of each other through role-playing, talk sessions, and planning committees. This new kind of communication between Principal James Robinson and his teachers resulted in their beginning to work together to straighten out some of the school's problems. Robinson helped them schedule free periods so that members of a department could meet for planning activities. The teachers in turn began using their homeroom periods, which Robinson felt were being wasted, for guidance purposes instead of for reading the newspaper. The whole faculty, reaching the conclusion that their best efforts had failed in the past to help students, began learning to pinpoint specific problems, and even to see themselves in a new light.

Struggling with the question of why their efforts had fallen short, they realized that there were some basic problems of communication--and that communication is two-way. Students, they decided, were unable to handle instructions and therefore could not solve basic problems. On the other side of the coin, a teacher who cannot give instructions in an understandable way is bound to get back wrong answers. As they began to see new aspects of their environment, the teachers spent long hours putting together a program of individualized instruction to meet the needs of each student. They identified those core skills essential to every student and put them into a program for distribution to the entire student body. In Ed's words, they "trusted themselves to develop the materials and human resources necessary to their students' needs." They also eliminated the use of bells, and, still working closely with the principal, arranged specific times during the day for the loudspeaker to be used.

At Cameron the following year, teachers with whom Landers was working saw rowdy study halls and students roaming the building as among the school's worst problems. Cameron, with one of the poorest physical plants in the system, had been a particular trouble spot because the formerly all-black school, which had great pride in an excellent record of athletic achievement, was being "invaded" by whites--first by white teachers, then by white students a year later. The school frequently made local newspapers with reports of fighting and violence.

After pinpointing the problem as one of general unrest and lack of motivation on the part of the students, Cameron teachers decided upon mini-courses as a possible means of occupying and teaching students during their free periods.

"I couldn't really tell you whether the mini-course idea came from Ed or from another teacher," one Cameronite recalled. "That's just the way he operates; you never know who originated the idea, but you know you're there to carry it out. And we know now that we can put ideas into action."

Wherever it came from, the mini-course idea, teachers decided, just couldn't be implemented. It was too "far out," and they did not think the administration would allow it. Landers worked as a liaison between teachers and principal, however, and before they knew what was happening, the Cameron faculty found themselves involved in setting up mini-courses at their school. The Council of Jewish Women gave them support in telephoning, getting free movies, transporting, and involving other community members. One day a week was set aside for continuous hour-long classes in candle-making, sewing, judo, basketball, broadcasting and on and on down a long list. The new curriculum culminated in a spring morning dedicated to school-wide mini-courses. It was called "Blast Class."

Student reaction to the idea was quick and positive. Discipline problems began to disappear, students became more aware of the community around them, (and vice versa) and at the same time they were learning, they began to be exposed to different jobs and possible future employment.

"I want to thank you for this wonderful day," one student told a Council member. "This is the best day I've ever had at school."

Even if the teachers could not remember where specific ideas had come from, they knew Ed Landers was in some way responsible for all this.

"We carried it out with his encouragement," a faculty member explained. "I'd never have had the courage to go to the Council of Jewish Women for help--nor would I have even thought of involving the community--if it hadn't been for Ed."

For the last three years, Lander's interaction with Rose Park and Cameron teachers has been funded through many different sources: Project Opportunity, Vanderbilt University, the Council of Jewish Women, TEAM (Teachers' Educational Alliance for Metro) and the National Science Foundation. Landers was particularly gratified to have TEAM, a consortium of eight area colleges and Metro Schools, become actively involved in the change process. He is now working with three TEAM doctoral students who have set their sights on a career in educational change agentry. Through the efforts of TEAM, as well as in other ways, Landers sees an important "rippling effect" occurring both in the schools and in the colleges of the Nashville area.

Ed feels that the multi-source funding he has had has been an asset; in fact, it may even be necessary for an educational change agent.

"Each year we've changed my 'label', so that teachers can never really identify me except as a friend," Landers explained. "Of course it would be

nice to have the financial security of a title and an established funding source," he continued, "but I'm not sure that it wouldn't also be harmful to the kind of role I've tried to create--or maybe non-role would be a better word for it."

Ordinarily, he went on to say, educational roles are sharply chiseled, each job having a precise description with certain tasks connected to it. One can become so locked in by this system, that he sees his function as nothing more than a series of related tasks. Ed works hard to cross over defined roles and to operate in such a way that his efforts are never channeled in any one particular way. He works toward goals instead of at tasks.

The uncertainty about funding has been a strain on Ed, his wife Carolyn, and their three children. But at the time he began to develop this change agent role, Landers felt that lack of identity with any institution was one of his greatest assets.

"Another possible solution to the funding," he said, "might be foundation support on an extended year basis of the educational field agent's role."

Can this role, or a facsimile of it, be set up in other schools by other people and achieve the same results? This is a question that hasn't been answered yet, but Landers feels strongly that it can.

"Anyone can be an agent of change," he asserts."Given the proper set of skills, most people would be able to fill such a role."

Reminded that a lot of people would be unwilling to give up the titles and the credit that might normally accrue to such work, Landers agreed.

"It might take a certain type of personality," he said. "I would say that a change agent should be willing to take risks, should know himself well and be a good self-evaluator, should have a sense of creative direction and a

problem-solving orientation. Then too," he continued, "different people would apprach the role in different ways, and each school would have its own unique set of teachers, administrators and problems."

Results of Landers work have been measured thus far primarily by the Fordyce scale mentioned above. When Ed reads back to teachers the answers they gave at the first of the year, they are always astounded at the changes in their situations and attitudes. Others have also realized the changes. The number of juvenile delinquents from Rose Park has been greatly reduced over the past few years, according to a member of the schools' Social Work Department. And a new member of the Metro Staff Development team was overheard saying,

"I don't know why it is, but somehow Rose Park seems to come up with more new ideas than any other school in the system."

March 17, 1971
5706 Tennessee Avenue
Nashville, Tn. 37209

Southern Regional Council
5 Forsyth St., N.W.
Atlanta, Ga. 30303

Gentlemen:

The West Nashville Cherokee Citizens' Organization, Inc. (WNCCO) is a poor-white, grass-roots citizens group which seeks to overcome the traditionally individualistic and unorganized characteristics of white Southern poverty. The group, however, may be interested in affiliating itself with a regional or national, non-racists' organization that uses the strengths of the poor-white Southern culture to overcome its poverty problems.

I must point out the issue of immediate concern to WNCCO is not poverty; but, the lack of state and city services in their neighborhood. In overcoming this governmental problem, the group is learning the social tools that will pull them and their children out of poverty.

My immediate need, then, is to find out the names of regional and national organizations that will enable WNCCO members to use their strengths to overcome their weaknesses. Again, I would specifically like the names of non-racist organizations with which the group may like to associate itself.

Sincerely,
A Friend of WNCCO,

Joseph L. Lama

Joseph L. Lama

cc: Mrs. Mildred Bradford, Pres.
file

May 4, 1972

Mr. John Lewis, Executive Director
Voter Education Project
52 Fairlie Street, N.W.
Atlanta, Georgia 30303

Dear John:

Enclosed is a draft of the National Alliance's labor education program. Maynard Jackson will be shifted from Sunday to Saturday morning but as far and I know the rest of the program will stay as outlined.

I am very pleased that you will be able to be a part of this conference.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms
Encl.

AFL-CIO

Transmittal Slip

DATE: May 30, 1972

TO: Emory Via

FROM: E. T. Kehrer

☐ Note and File	☐ Prepare Reply For My Signature
☐ Note and Return To Me	☐ Take Appropriate Action
☐ Return With More Details	☐ Per Your Request
☐ Note and See Me About This	☐ Signature
☐ Please Answer	☐ Advice Please
☐ For Your Approval	☐ Attach Complete File and Return

COMMENTS:

FOR YOUR INFORMATION

F.H. - Lamar Society

WHITHER THE LAMAR SOCIETY MAY 31 1972

Thomas H. Naylor

Although I have known for over four months that I was to give a talk at the Birmingham Symposium it was not until last Friday night at the El Avam Club in Greenwich Village in New York that I was finally able to decide on exactly what I would say to you today. Indeed, if it had not been for the combined effect of the Greek brandy which I was sipping and the stimulating conversation with a friend of mine who is a freelance writer for the New York Times, I probably would have had nothing at all to say to you today.

My problem was that, although I had found the Lamar Society to be one of the most exciting ventures of my life, I have, in recent months, been asking some very serious questions about "Where is the Lamar Society going and where does it want to go?"

Now that the Society is 2 1/2 years old, perhaps it is appropriate for us to take a serious look at the stated goals of the society and to examine to what extent these goals have been realized.

It seems to me that a lot has happened in the South since the Lamar Society was first conceived during the summer of 1968 and the spring of 1969. At the time of the Lamar Society's inception, the Civil Rights Movement, with major victories under its belt for the Black people of the South, was starting to loose momentum. And while Southern Blacks had reaped the rewards of the Movement, the battle scars of Southern Whites, in many cases, ran deep. Lester Maddox was still Governor of Georgia, Claude Kirk was holding forth in Florida, and John Bell Williams was making use of the gold plated bathroom built

by Ross Barnett when he was Governor of Mississippi. It would be safe to say that the South was approaching a new peak of ideological isolationism which it had not witnessed since the days of Reconstruction. And we were beginning to read about the advent of something called a "Southern Strategy", which was being designed in Washington by those who claimed to speak for the South. There was increasing evidence that what had been called the "Southern Manifesto" in the 1950's and the "Southern Coalition" in the 1960's would be replaced by the "Southern Strategy" in the 1970's. Only this time the "never never" tune was coming from the outside and was only being echoed by Southerners.

As the programs of the Great Society were being written into law, Southern liberals, with a heightened sense of self-importance became even more didactic. Their ideological purity had few mediating qualities, it allowed no compromises, in its abrasive aura of self-righteousness, it failed to build bridges of communication.

As the nation began to doubt Lyndon Johnson and the Great Society, Southern liberals responded with the same platitudes they had used in the 1960's. Only this time the balance had shifted; many Southerners who might have been sympathetic in 1962, now chose to take no position or moved into the conservative mainstream of opinion.

The result was the conspicuous defeat of liberal political candidates on the national, state and local levels throughout the South in the elections of 1968. It is difficult to say whether the results of the 1968 elections in the South should be credited to the political astuteness of George Wallace and Strom Thurmond, to a protest against government and the system itself, articulated through Wallace, or to the naivete of Southern liberals.

However, it was clear that it was high time that native Southerners began taking a hard look at themselves and their region, time to turn their sights away from a defensive policy of racism and unremitting opposition to the federal government and begin to seek practical, realistic solutions to some of the South's social, economic and political problems. It was in this spirit and in this environment which the Lamar Society was created at Quail Roost in 1969. There appeared to be a definite need for a broad based organization of Southerners whose common bond was not political ideology but rather a desire to see the South move in a more progressive direction in the 1970's and to begin finding positive solutions to some of the problems which had plagued the region for well over 100 years.

Today the time has come for the members of the Lamar Society to ask themselves some very difficult questions. Have any of these goals been achieved? Has it really made any difference that an organization called the Lamar Society has existed? Let's examine the record. The Lamar Society has sponsored three major symposia in which some extremely interesting and colorful speakers have indulged in the fine art of Southern rhetoric. But is it possible that what is called for now is a little less rhetoric, fewer symposia, more solutions, and more direct action? The Lamar Society now publishes the Southern Journal, which, under the editorship of Jim Clotfelter, has the potential to beomce a positive influence for constructive change in the region. Last summer the Society supported ten student interns across the South as they examined some of the region's social, economic and educational problems. The results of this study will be reported in a forthcoming book entitled The South: A Strategy for Change. The Society's first

major publication, You Can't Eat Magnolias, has just been released this week. The Southern Growth Policies Board - an interstate compact concerned with the rational growth and development of the South in the 1970's was started last fall under the leadership of Terry Sanford but with substantial input from the Lamar Society. And more recently, eight of the Southern Governors have personally endorsed the work of the Society.

The membership of the Society now stands at nearly 700. This membership includes four Southern governors, three U.S. Senators, six Congressmen, state legislators, mayors of a number of cities, presidents of major business firms, university presidents, newspaper editors, leading Southern literary figures, to mention only a few. There can be little doubt that the Lamar Society has achieved credibility, legitimacy, and direct access to the people who have the power to make the South move. But what concerns me today is not the question of "Who are the members of the Lamar Society", but of much more importance, "Who are the people who have not decided to join the Lamar Society?" As I look around this audience today, or as we examine the membership list of the society, with which I am quite familiar, one cannot escape several obvious conclusions. Although there are some prominent Blacks on the Board of ths Society, there are still precious few black members in the membership at large. There are very few student members of the Lamar Society and no student chapters whatsoever. To the best of my knowledge, there are virtually no blue collar workers - black or white - who are members of the Lamar Society; working lcass people, whether they be poor or otherwise, are simply not represented in our ranks. Does this make any difference? I believe the answer is a resounding yes.

I believe the Lamar Society has made a very serious mistake in not expending more effort to attract representatives from the aforementioned groups.

At the beginning of this talk I indicated that a number of the ideas which I would attempt to articulate today, were based on a conversation with my friend, Ben Kremen, in a Greenwich Village bar last Friday night. Ben is just back from a long tour of the United States attempting to get a better understanding of what is going on among the working class people in the United States. He was particularly interested in finding out why some of the major industries in the United States are experiencing a decrease in productivity, increased absenteeism and a general disinterest in work on the part of the younger members of the labor force. He was also trying to find out why a substantial number of blue collar workers supported both George Wallace and Robert Kennedy in 1968. Ben's travels took him from an automobile assembly plant in Detroit, to a steel mill in Ohio, to a small farm town in Iowa, to the docks of San Francisco, to a pool hall in Lafayette, Louisiana, to a black night club in Hattiesburg, Mississippi, to a steel mill in Birmingham and finally to a mill in Georgetown, South Carolina. In all of these places the story was the same - an increasing number of young people were opting out of the system, or, if they chose to remain in the system - particularly in a factory - the name of the game was to minimize the amount of work done so as to leave more time for play. Significant numbers of young workers would gladly forego the extra income if it meant more time for leisure and play. It was almost as if they had never even heard of the Protestant ethic at all. Strong dissatisfaction is being expressed with working conditions in

mills and factories and with the dehumanizing treatment rendered to workers by management. And the South was no exception.

Ben is now back in New York after his eye-opening tour of the Country writing a book which he is going to call America in the 1970's: Renaissance or the Fall of Rome. Although Ben believes we are witnessing the radicalization of the labor force in this country, he is optimistic that the groundwork is being laid for some truly exciting socio-economic developments. He has further noted "by the end of the decade, 68% of the labor force will be below 34 years of age, a sharp reversal of the age distribution during the'50's and early '60's."

If Ben Kremen's analysis is correct, what are the implications for the South, and how is the Lamar Society going to respond? It would appear that business and political leaders in the South have at least three alternative ways in which they may respond to the situation which I have described. First, they may attempt to ignore it and pretend that the type of counter-culture people who have evolved in other parts of the country do not exist in the South and are not likely to exist for a long time. They may choose to maintain the status quo pretending that all is well among working class people in the South and invite the same type of violent upheaval which the South experienced in the late '50's and '60's as a result of having ignored the needs and demands of the Black people for as long as anyone could remember. The second alternative would be to at least attempt to gain a superficial knowledge of what is going on with young working class people, students, Blacks, Chicanos, Indians, etc., so as to be in a position to co-opt them or buy them off at as low a price as possible while still maintaining a relatively high degree of control over their destiny in the future.

But there is a third alternative, an alternative which just might provide the South with its first real opportunity to lead the nation into a post-racial society in which every man has an equal chance to control his own destiny. This alternative calls for a very careful examination of exactly what is going on in the minds of young people, blue collar workers, students, blacks - the people who are raising the fundamental questions about the way in which our system functions - and and together with these people to work toward the development of a socio-economic system which is both equitable and just in its treatment of all people - not just a chosen few.

It is this last alternative which I hope the members of the Lamar Society will choose. The way to begin implementing this alternative is immediately to make a concerted effort to establish a dialogue between students and working class people and the community leaders in the region. Not to co-opt these young people, but to listen to what they have to say and try to analyze and understand their views on what the South ought to look like in the future. The time has come for us to cease giving only lip service to the interests of Blacks, students, and working class people and make a genuine effort to understand their feelings, their problems and their proposed solutions to these problems.

In my opinion, the Lamar Society has not achieved very many of the goals which it set for itself 2 1/2 years ago and it is not likely to achieve these goals until it faces up to the fact that it has essentially ignored the vast majority of the prople who live and work in this region. If the Lamar Society is to be truly successful, then it is going to have to become more attuned to the needs and wants of

all the Southern people and not just those of a self-appointed elite group of individuals who claim to speak for the entire South.

I agree with Governor Askew that we may be on the brink of what he called a type of Southern liberation, that it is possible to eliminate economic servitude and that we can develop a Southland which benefits all the people. There is a real opportunity to generate a sustained Renaissance both in the South and the nation in which for the first time the people will be in control and not the politicians, the bank presidents and the Capitol City Club boys.

June 7, 1972

Mr. Mill Lieberthal
School for Workers
825 Extension Building
The University of Wisconsin
Madison, Wisconsin 53706

Dear Mill:

I have the materials which you have forwarded to me. They will be most helpful. I am deeply appreciative of your interest in sedding the materials, suggesting contact, and for our phone conversation.

You will hear from me again if there is anything to show.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

PROJECT OPPORTUNITY

REPORTS

Research and Evaluation
Report Number 1972-2

Return to ET Ladd
[1972]

-- BLACK ENROLLMENT IN SCHOOLS AND COLLEGES WITH PARTICULAR REFERENCE TO GEORGIA --

A recent report[1] gives detailed figures which show that poor people and blacks are considerably under-represented in the colleges of this country. For example, Table I gives a detailed analysis showing the relationship between income and college enrollment for both blacks and whites. The data clearly shows that as income rises, so does college enrollment. The table also shows that for every income bracket, a greater proportion of whites (in comparison to blacks) are enrolled in college. Overall, about 42 percent of white families with children in the 18-24 age range have at least one child enrolled in college. For blacks, the comparable figure is 22 percent. Thus, the college-going rate for blacks of college age in the United States is only about half of that for whites.

Table I. Income, Race, and College Enrollment. Percent of Family Members (Age 18-24) Enrolled, October, 1970. (Data from Bureau of Census Publication, Series P-20, No. 222, Population Characteristics.)

		Income					
	Total	Under $3,000	$3,000 $5,000	$5,000 $7,500	$7,500 $10,000	$10,000 $15,000	Over $15,000
Whites	42.3	15.1	22.9	30.9	38.3	46.2	62.4
Blacks	21.7	12.0	11.8	26.9	27.9	37.6	45.4
Total	39.7	13.9	19.9	30.4	37.6	45.7	61.9

1. Population Characteristics, Series P-20, No. 222, June 28, 1971, U. S. Dept of Commerce.

Project Opportunity Reports are available from the College Entrance Examination Board, Southern Regional Office, 17 Executive Park Drive, N. E., Atlanta, Georgia 30329. Project Opportunity is a cooperative endeavor of the College Entrance Examination Board and the Southern Association of Colleges and Schools.

Table 2 shows that the relatively low overall black college-going rate is particularly acute among males. While the rate for black females is 71 percent of that for white females, the black male rate is only 41 percent of that for white males. Whereas among whites, males show a greater college-going rate, the situation is reversed among blacks. Among the four identified groups, black males clearly have the lowest college-going rate.

Table 2. College Enrollment Rates for Various Identified Groups. (Data from U. S. Department of Commerce Bureau of Census Publication, Series P-20, No. 222, Population Characteristics).

	Percent Enrolled In College
All 18 and 19 year old white males, fall 1970	43.1
All 18 and 19 year old white females, fall 1970	35.7
All 18 and 19 year old black males, fall 1970	17.6
All 18 and 19 year old black females, fall 1970	25.4

Other data in the report show the tremendous difference in the distributions of family incomes among black and white families. Figure 1 illustrates this difference with respect to families with college age children. Statisticians can compare two distributions by computing the percentage of overlap of the two distributions. If the two distributions are completely similar, there would be 100 percent overlap; if completely dissimilar, there would be no overlap. For the two distributions in Figure 1, an overlap of about 57 percent is obtained. Although 57 percent of black families have incomes that are matched with white families, there are some 43 percent of black families whose lower incomes are not matched with white families. Using the data in Figure 1, the median income for white families with college age members is $10,443. For black families the median income is $4,964, or about half that of whites.

For those families who actually have a member in college, Figure 2 can show that whites have a median income of $12,490 while blacks have a median income of $7,037. This median for black families is 56 percent of that for white families with children in college. The two distributions are somewhat more alike than the distributions in Figure 1; the Figure 2 distributions show an overlap of 62 percent.

Figure 1. Income of Families in the United States with College Age (18-24) Members: October, 1970 (in percentage)

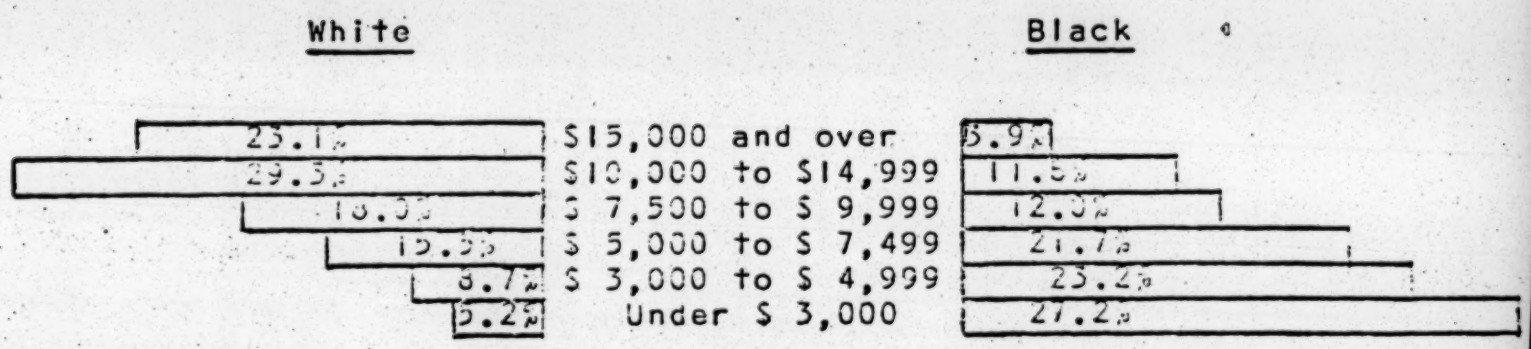
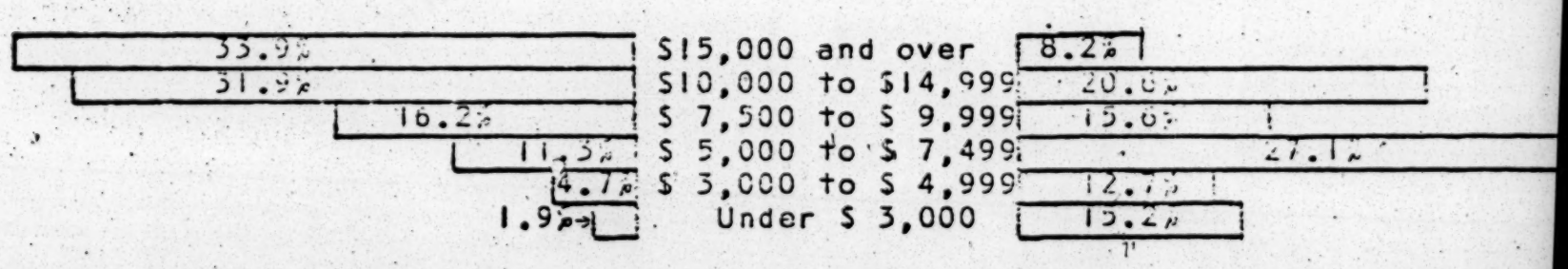


Figure 2. Income of Families in the United States with College Age (18-24) Members Who Have One or More Attending College Full Time: October, 1970 (in percentage).



It should be clear from an examination of Figures 1 and 2 that black families are generally much less able than whites to meet the costs of a college education. In considering what families of various income levels with various numbers of dependents could be expected to contribute to the college expenses of a dependent child, the College Scholarship Service (CSS) gives the following explanation to school counselors:

> ". . . . cost of living studies indicate that it usually costs a family about $1,000 to maintain a child adequately (emphasis added) during an academic year of nine months. . . . To provide this amount a family must have an income large enough to live at what economists call a 'moderate standard'. . . The CSS moderate [income] standard for a one-child family is approximately $8,885; the level for a two-child family is $10,410; and the level for a three-child family is $12,000."[2]

2. Financing a College Education: A Guide for Counselors. College Scholarship Service of the College Entrance Examination Board, New York, 1971.

Thus, for families with incomes below these levels, all income must be applied to the maintenance of the family, including any children enrolled in college. Any amount which a low income family is paying toward the support of a child in college is simply helping provide the basic necessities of life -- food, clothing, housing, and health care; the cost of these items continues whether the child resides at home or lives on campus.

It should be clear that the low income family is generally unable to meet the added costs associated with college attendance. Looking at the income data in Figure I, and thinking in terms of a two-child family, it can be seen that only about half the white families have incomes above the maintenance standard of $10,400; for black families the situation is far worse since only about fifteen percent of them meet this standard.

Data presented thus far has shown that for the United States as a whole, black youngsters in comparison with whites, come from families with lower incomes and are not as likely to enroll in college. In order to study the college-going rates among whites and blacks from another viewpoint, data from one southern state, Georgia, was collected and analyzed. In a comprehensive, but unpublished, survey conducted by the Georgia Education Improvement Council the 59,730 high school seniors who were enrolled in Georgia high schools in May, 1969, were asked a number of questions regarding their post-high school plans. Some 77 percent of the seniors responded[3] and an analysis of their identification data showed that 29 percent of the seniors were black and 71 percent were white. Based on the survey, it can be assumed that the racial composition of Georgia's high school senior class in 1969 was close to these percentages.

Another recent survey shows the black and white enrollment in Georgia colleges. The survey[4] reveals that in the fall of 1970 there were 86,494 full-time undergraduate students enrolled in the colleges of Georgia. Of this number, 13,880 students were black and 72,614 were white. Thus, blacks constitute only about 16 percent of the undergraduate college enrollment in Georgia although they make up about 29 percent of the high school seniors of the state. Recognizing this inequity, it can be determined that an additional 15,923 black students would have to be enrolled in Georgia colleges in order to bring the black Georgia college enrollment up to the same proportion as the black Georgia high school senior enrollment; the enrollment of black students in Georgia colleges would have to more than double in order to bring the black enrollment up to a point whereby blacks would constitute 29 percent of the Georgia undergraduate enrollment.

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3. The data is incomplete due primarily to absences on the day of the survey and lack of response from certain high schools.

4. This survey was conducted by the Office of Civil Rights of the Department of Health, Education and Welfare and published in the Chronicle of Higher Education, Vol. V., No. 25, March, 29, 1971; the survey data was supplemented by responses from eight Georgia colleges not included in the Chronicle's tabulations.

To accommodate these additional students, the colleges of Georgia would most certainly have to open their doors far wider than has been true in the past. Table 4, derived from the Chronicle's data, shows the black enrollment in Georgia colleges in the fall of 1970. It is clear that many colleges have few blacks enrolled. It is also clear that about four-fifths of all blacks enrolled in college in Georgia are enrolled in the eight black colleges of the State.

Table 4. Number and Percentage Distribution of Georgia's 13,880 Full-Time Black Undergraduate Students: October, 1970.

	Percent of Georgia's Total Black College Enrollment	Total Black Enrollment	Average No. of Black Students per College
In 8 (Public & Private) 4 Year Colleges	81.1	11,265	1,408
In 11 Public Integrated Junior Colleges	6.1	844	77
In 14 Public Integrated 4 Year Colleges	10.0	1,393	100
In 11 Private Integrated Junior Colleges	0.5	69	6
In 15 Private Integrated 4 Year Colleges	2.2	309	21
In 8 Black Colleges	81.1	11,265	1,408
In 51 Integrated Colleges	18.9	2,615	51
In 8 Black Colleges	81.1	11,265	1,408
In 25 Public Integrated Colleges	16.1	2,237	89
In 26 Private Integrated Colleges	2.7	378	14

If more blacks are to go to college, it is obvious that considerable effort on many fronts will be required. Greater financial aid resources are needed. It also seems apparent that the colleges must redouble their efforts to seek more black students.

High schools can be of help by providing more intensive counseling for their minority/poverty students. Early identification and continual encouragement of talented black students are two methods which have been useful in good school guidance programs.

One intensive counseling program that has been operating in the South since 1964 is Project Opportunity. The primary purpose of this program has been to demonstrate effective ways of encouraging a greater number of minority/poverty youth to continue their education. About three-quarters of the students in Project Opportunity are black. As a demonstration program, it has but eleven centers in eight states. Relying primarily upon the services of only one professional guidance counselor at each center, the program has demonstrated that students selected in the 7th and 8th grades can be encouraged to plan good high school programs of study that give adequate preparation for college.

The typical student enrolled in Project Opportunity is black and a member of a large family whose total income is less than $6,000. Few of these students would normally have been expected to have gone on to college. Yet, data from the first two groups of Project Opportunity students show that about three-quarters of them have enrolled in a post-secondary school program, (a college or a vocational/technical school) and that practically all students who needed financial aid were able to obtain it in sufficient amounts. The key to the success of the program appears to be early identification of the students, a great many activities which create the desire for further education, and great attention to the details of filing various applications correctly and promptly.

File Lamar Society

L. Q. C. LAMAR -- PORTRAIT OF A RACIST

Lucius Quintus Cincinnatus Lamar was born in Georgia in 1825, a descendant of a long line of white Southern planters stretching back to early Colonial times. His French Huguenot ancestors, named LeMar, settled in Maryland in the 17th century and later migrated farther South.

As a young man, Lamar moved to Mississippi, where he became a vigorous, articulate advocate of slavery. His own 1000-acre plantation with 26 slaves placed Lamar in the top 11 percent of Lafayette County's planter elite.

At 32, Lamar entered the U. S. Congress, where he continued to vigorously defend the South and slavery. After drafting Mississippi's secession ordinance, Lamar resigned from Congress to join the Confederacy.

From 1861 to 1865, Lamar served as soldier, diplomat, and emissary for Jefferson Davis. After the South was defeated, he returned to Mississippi to practice law and to teach at the University of Mississippi.

In 1872, Lamar returned to Congress, the first Democrat from Mississippi after the Civil War. He received national acclaim when, soon after his election, he called for sectional reconciliation and good will in a speech eulogizing the Radical Republican, Charles Sumner. James Z. George, then chairman of the Mississippi Democratic Party, wrote to Lamar complimenting him on his tactic, which won admiration in the North without offending his own people in the South.

Thereafter Lamar dedicated himself to bringing an end to black political power in Mississippi. He played a central role in the "Revolution of 1875", when the Democrats were swept back into power in an orgy of lawless violence which kept the black majority from expressing its political will. The following year he was instrumental in negotiating the compromise which gave Republican Rutherford B. Hayes the presidency in exchange for withdrawal from the South of the federal troops which had been protecting the political power of the freedmen. This began the process of disfranchisement finally completed with the 1890 Constitution.

In 1876 the legislature elected Lamar to the U. S. Senate. There, as always, he preached North-South reconciliation on the basis of white supremacy. He explained race relations in the South as follows: "The white people of the South feel their dependence on the dark people for the cultivation of their lands, and the dark people feel their dependence on the white people for wages." In 1880 he referred to black people as a "parasite race."

As Grover Cleveland's Secretary of the Interior, Lamar's racism embraced native Americans as well as blacks. The solution to the "Indian question," he said, had to take into consideration their "natural aversion to labor."

While sitting on the U. S. Supreme Court, Lamar again expressed his attitude toward black people. "The Negro question is not yet settled," he said, but "It will certainly not be settled by measures which would have the effect of exciting the political ambitions of the colored people."

Thus the career of Lucius Quintus Cincinnatus Lamar was a personification of the career of Southern white supremacy.

This is the man whom the forward-looking, ambitious leaders of the so-called "New South" offer us as their founding father and model.

THIS LEAFLET IS DISTRIBUTED AS A PUBLIC SERVICE BY THE GREATER JACKSON AREA COMMITTEE, 166 RIVER PARK DRIVE, JACKSON, MISSISSIPPI 39202.

kl 4/13/73

Distributed outside Lamar Soc meeting @ Holiday Inn - Medical Center in Jackson at ~~Tues~~ 4/13-14/73

SRC REFERRAL SLIP

TO: JW

DATE: 4/28/73

FROM: EV

FOR YOUR	PLEASE
Information ✓	Note & Return ____
Approval ____	See Me ____
Comment ____	Respond ____

L.Q.C. Lamar Society
(Do we have file?)

April 17, 1973

Memo to Emory Via

From John Egerton

By now you will have gotten Jim's report on the Lamar meeting. There is a slim chance that Pat and Bob might want to make a South Today piece out of what went on there, but I rather suspect SRC would find it a bit indelicate to publish anything critical of the L.Q.C. at this point, and it would be hard to write about the meeting without revealing how shaky the society appears to be. Anyway, here is my account for internal consumption; if you want to pursue it further, we can talk about it.

There could not have been more than 100 registrants, and my guess is that at least a fourth of them were non-members from Jackson who came to listen or to participate in the discussions of the Jackson schools. Further, you could have counted the blacks on the fingers of your left hand. Mel Levinthal, the LDF* attorney in Jackson, made pointed reference to that fact, and no one seemed to want to talk about it after that; it was plainly an embarrassment to some, and a matter of no apparent relevance to others, and that should give you an idea of the audience makeup. Let me describe the group another way: At least 90 per cent of all the people there were people I had never seen or heard of. Naylor and Ayres and Eddie Elson were there, but few others whose names have been associated with the society showed up; in fact, I can't think of any, though I may have missed a few.

Cody

The big news was that Frank Rose has been hired as the society's executive director, and I was told privately that he will stay in Washington and continue his educational consulting enterprise--which one will be the main show and which will be the sidelight wasn't made clear. The private intelligence also had it that Ayres has $85,000 (in pledges, not cash) to operate on, and that additional funding will be sought from foundations. All in all, the impression I was left with was that the society is groping for an identity and failing in the effort.

The Jackson papers carried an advertisement headlined "The Scalawags Are Coming to Town," which consisted of a reprint of an article from the Citizens Council magazine saying the society is really a subversive organization devoted to miscegenation and that it "typifies the most insidious factor now corroding the South." After Senator Mondale's speech, a group of white young people were in the lobby passing out mimeographed sheets headed "L. Q. C. Lamar -- Portrait of a Racist," describing Lamar as "a personification of the career of Southern white supremacy" and criticizing the society for choosing him as "the man whom the forward-looking, ambitious leaders of the so-called 'New South' offer as their founding father and model." Between the ad and the leaflet, the society seems to dangle like a limp rag doll; probably neither camp of critics realizes what a weak state it is in.

[* Legal Defense Fund - NAACP]

The meeting itself featured speeches by Senator Mondale, Sidney Marland of HEW, and Nathan Glazer of Harvard, plus some panel discussions. There was also to be a Southern governors' panel, but I left before it took place. As far as I was able to discern, no governor was there. Lt. Gov. William Winter of Mississippi substituted for Gov. Waller, his boss, and I believe the others all had subs too. I also missed Marland's speech. Mondale was well received, but his talk was disappointing to me--it wasn't that he didn't say the "right" things, it was just that he seemed to lack inspiration and force and charisma.

Glazer was interesting. Among other things, he said this:

* That since 1969 we have seen a convergence of court interpretations of Northern and Southern school segregation problems, and a growing similarity between racial distributions of the population in Northern and Southern cities.
* That the Supreme Court "is probably ready to call a halt to the process" of school integration, and that a "very serious moral problem--and political problem--to my mind has been, how can the court fail to decree for Northern cities what it has decreed for Southern cities when the social facts are now so similar?"
* That the court will probably find its answer to that dilemma in Swann: "once a dual school system is dismantled, no further tampering with racial proportions solely for purposes of achieving racial balance will be required."
* That the South will "continue to live with desegregated schools," and the North, for the most part, "will not have to reach the standard of the South," and that the South "should not rise up in moral superiority to condemn the North--it should be recalled that in fact these concentrations of black children in the North are not for the most part the result of dual school systems, and are only in uncertain measure the result of gerrymandering and similar efforts to separate the races."
* That the doctrines of social scientists /Coleman, Jencks, et al/ challenge both the South's hopes for integration and its hopes for improving education, and that these doctrines, "as they spread in crude and somewhat distorted form . . . will not do the South any good."
* That "all the things the South tried in its fight to avoid full integration--parent-selected and dominated schools, education vouchers, learning centers--are being advocated /by social scientists in the North/ in order to overcome the failures of education in the North."
* That integration matters in education when it is a means of overcoming "radical human depreciation," but it "matters less--or not at all--when it seems irrelevant, mechanical, imposed, as so much integration has appeared, both in the North as well as the South. It matters if what is being overcome is a deep public wrong in society; it matters less when what is being overcome is racial separation imposed by a complex mix of income, taste, culture, and of course prejudice. Thus there is good reason for the Supreme Court to stop now."

It was, needless to say, a strange presentation. Glazer seemed to be asking himself how the courts could refuse to require integration in the North, and then answering his own question by saying the line has to be drawn somewhere, and going on to construct a contrast between Northern and Southern segregation that he had first said was no longer valid. During the question-and-answer period afterward, he said he was committed to integration "all the way, regardless of its academic results," and he spoke in praise of what he saw happening in the Jackson schools, but he added, "I'm trying to find a moral justification for a line that cannot be neatly drawn by the courts," and though he said he is against an anti-busing amendment to the Constitution, he said the line had to be drawn nonetheless, "for practical reasons."

Alan Steelman, a young Republican congressman from Dallas, presided at a panel discussion of the Jackson schools. Steelman mentioned four issues currently being debated in Congress: special revenue sharing vs. categorical aid, federal aid to private and parochial schools, anti-busing legislation and constitutional amendments, and overall increases in federal aid to education. Steelman said he is for revenue sharing, a constitutional amendment, and increased federal aid; he is against aid to private schools. Someone asked him if he might change his mind about the amendment, in light of what he had seen and praised in the Jackson schools. He stammered a minute, and then said, well, yes, maybe he might reconsider his support of the amendment effort. Some of the Jackson people noted that President Nixon is advocating revenue sharing, the amendment, and aid to private schools, and opposing increased federal aid to education; if he prevails, they said, the consequences for Jackson would be like a four-barrel shotgun blast in the heart.

A succession of speakers from Jackson--board members, attorneys, school officials, students, parents--described what they have been doing to make desegregation work, and the results are mixed: White flight has been massive, but has peaked, and there is a slight reverse trend; a court-appointed biracial committee seems to have had good influence; federal Title I and ESAP funds have been essential, and the threat of their being curtailed worries everybody; the motivation for compliance--fear of the economic consequences--offers less hope for equity and stability than a devotion to law and moral principals would have offered; individualized instruction is being given a thorough try in the schools; school parks and increased busing are in the cards, unless federal policy gets in the way.

The overall impression is that white officials in Jackson seem to be saying pragmatically that segregated education is no longer a viable alternative for them, and blacks in the city seem to be cooperating and participating actively in the integration effort. Two comments by Jacksonians illustrate. One person said that school desegregation has proceeded as well as it has there primarily because "the people turned out to have more grace and decency and common sense than anyone else." By implication, he seemed to be saying that whites who desire

school integration and those who can't afford a segregated alternative will eventually equal in numbers the blacks who have accepted integration, and that among them they will build a good school system if the federal government will give them a little help. They stand together--or aspire to--against the whites who have created private schools, and against the Nixon Administration's anti-integration policies, as well as against the Northern forces who, in Glazer's words, want to call a halt.

The other comment of note was made by a young white Jacksonian who has been working for integration. "I was brought up believing we were wrong in the South to practice segregation, and the North was somehow more enlightened, morally superior. Now we've changed--never mind why we changed, we did it, and we're trying to make it work. And just when we finally did it, the North is showing us how hypocritical it is, and once again they seem to be looking down on us. It's as if they were laughing at us and saying, 'You suckers, you stupid jerks, you bought that integration line, and now you've got to live with it.'"

With that little note of bitter irony, I'll close. The Lamar people hit me up for $20 just to listen to it all. If you want to reimburse me for that expense, and for one night at the Holiday Inn (about ~~$20~~ $25.00 of the enclosed bill of $36.18), that would seem a fair exchange. The rest of my expenses I'll write off to the holiday my family and I got out of our stay there and later in the weekend in New Orleans. If you want to discuss any of this further, let me know.

John

DEC 22 REC'D
DEC 23 REC'D

THE OBSERVER
·1791·
The Observer Limited
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LONDON, E.C.4

WASHINGTON BUREAU
1515 L STREET, NORTHWEST
WASHINGTON, D.C. 20005 U.S.A.
TELEPHONE: 296-1986

19th December 1970

Dear Emory,

Very many thanks for your letter and for sending me the material which I have found most interesting.

I hope to be able to get to Atlanta in the new year and very much look forward to meeting you again then.

In the meantime, I should like to wish you a very happy Christmas,

Yours sincerely,

Bill

W. H Millinship

January 28, 1972

Ms. Kathie Mosher
13 Valley Way
Mendham, New Jersey 07945

Dear Ms. Mosher:

Thank you so much for your recent contribution through Dr. Coles to the Southern Regional Council's fund for hungry Americans. This was a special fund set up after publication of Dr. Coles' book and contributions to it go directly into efforts to alleviate hunger.

Yours sincerely,

James N. Wood, Executive Assistant

JNW/gms

K. Mosher
13 Valley Way - Mendham, N.J. 07945

Dear Mr. Coles,

I've just finished reading your book "still hungary in america". I find it most inspiring and I think you and your fellow workers are doing a terrific job, also wonderful. I am taking a course on poverty and social mobility; that's how I first read about you. I did a periodical on an article in newsweek about you and your newest book in the series "Children of Crisis". I've got the first book of the series out of the library and am anxious to read it. At the end of my report i even suggested your book as a text for the course, seriously.

I've always been interested in your sort of work. Last year I got hung up on the american Indians and decided to go into social work of some kind. Well now I've definitely decided that's what I want to do. Help others. It makes me feel ashamed when I have so much to eat that I have to watch my eating habits and my mother has to force me to drink milk. I live in New Jersey so I know quite a bit about poor because of NewArk and New York City. We hear a lot about it but its so hard to do anything about it when your only sixteen. I know this isn't very much in proportion with all the people who need it but I'm proud to give what I can. Also I'm sory you have to put up with such lousy typing but that's the breaks!

P.S. I'm going to try to get my whole family to go without some of the non_essentials and give the money we save to your people. So, maybe you'll be getting a monthly check from the Moshers!

Keep up the wonderful work.

Love,
Kathi Mosher

F.F.

Cash 5.00
Rec. 1-28-72
PAE

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Southern Regional Council, Inc.
52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

March 3, 1972

Miss Della Mitchell
Communications Department
National Urban League
55 East 52nd Street
New York, New York 10022

Dear Miss Mitchell:

I am delighted to be receiving regular communiques from your office relating to Vernon Jordan and to the work of the Urban League.

Although there is no need for a correction to be made, for your own records my name is as signed and not as on your address plate. A copy is enclosed. Your releases will continue to get to me without a change being made.

Thanks for adding me to your list.

Sincerely,

Emory F. Via

Emory F. Via, Director
Resources Development Center

EFV/gms

Emery Beyer
Southern Regional Council
52 Fairlie Street, N.W.
Atlanta, Georgia 30303

March 7, 1972

~~Miss~~ Eleanor Farrar
MARC
733-15th Street, N.W.
Suite 612
Washington, D.C. 20005

Dear Rleanor Farrar:

Enclosed is a list of persons who might well be interested in the National Conference on Education for Blacks. The three (3) names marked by an EE" are three elected officials who slipped through our screen. Incidentally, have you seen the latest VEP "Black Elected Officials in the South," (February 3, 1972).

I know that the difficulties in putting together such a conference are enormous but I would like to add my own voice to that of Leon Hall's in urging that appropriate youth participation be provided for.

Please let me know if you would anything further from me.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

March 22, 1972

Mr. W. A. McGill, President
Midway Community Improvement Association
P. O. Drawer 98
Midway, Florida

Dear Mr. McGill:

We have received your letter requesting assistance in paying qualifying fees for candidates running for local office. Federal Tax Laws forbid our taking part in election campaigns and the providing of such funds as you seek.

I am taking the liberty of sending your letter to the Southern Elections Fund, 88 Walton Street, N.W., here in Atlanta. I feel certain that you will heare from them if they are in a position to be of assistance.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms'
cc: Southern Elections Fund

MARC

Rolodex
+ Address list

Amalgamated

MEAT CUTTERS and BUTCHER WORKMEN of NORTH AMERICA / AFL-CIO

27

THOMAS J. LLOYD
INTERNATIONAL PRESIDENT

PATRICK E. GORMAN
INTERNATIONAL SECY.-TREAS.

H. L. MITCHELL
AGRICULTURAL REPRESENTATIVE
Post Office Box 812
Montgomery, Ala. 36102

This is to notify you of a change in address.

We are making our home in Montgomery, Alabama. Temporarily we are living in an apartment located within a block of Dorothy's sister's home.

The mailing address is: P. O. Box 812
Montgomery, Alabama 36102

Residence telephone is: AC 205 265-4700

I expect to continue my work in Louisiana as the agricultural representative of the Amalgamated Meat Cutters. However, I will spend about two months starting September 1, at the Library of the University of N. C. Chapel Hill, N. C. The records of the Southern Tenant Farmers Union and its successor organizations (1934-171) are being microfilmed by a subsidiary of the New York Times. This is a major undertaking, as the records contain nearly 200,000 items (exclusive of copyrighted books, newspaper and magazine articles). A hard cover book to be called "The Archives of the Rural Poor of the STFU Papers" is being prepared for publication.

Sincerely yours,

Mitch

H. L. Mitchell Co-Founder Historic
Southern Tenant Farmers Union

P.S.-- I can be reached in Louisiana at the office of the Agricultural and Allied Workers Union No. 300, in Reserve, La. Tel: AC 504-536-2818.

FIVE-COUNTY EDITION

Who's Who and Why

A handbook in governments, elections, and politics.
For Clay, Lowndes, Monroe, Noxubee, and Oktibbeha Counties
in Mississippi.

Published August 1971

by the

TOMBIGBEE COUNCIL ON HUMAN RELATIONS

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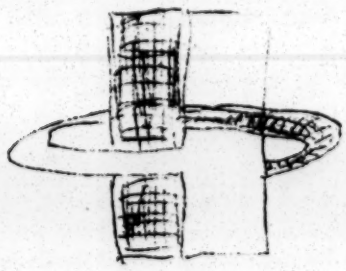
A REPORT



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F.C

THE NATIONAL ASSEMBLY
for Social Policy and Development, INC.

345 East 46th Street / New York, New York 10017

MEMO TO MEMBERS

Number 21 - August 20, 1971

FIRST WOMAN PRESIDENT, DR. R. H. CASS, TAKES OFFICE

Dr. Rosemary Higgins Cass, N/A's first woman president, took office recently. She is an attorney and a teacher whose career and volunteer activities have a dual focus: sociology and law.

Dr. Rosemary Higgins Cass, New N/A President

Dr. Cass practices law in Bloomfield, N. J., with her husband, Peter. She is an associate professor of sociology at Seton Hall University in South Orange, N. J., and a law lecturer at the Continuing Law Institute of New Jersey.

N/A's new president also serves as the World Federation of Catholic Youth's permanent representative to the United Nations Economic and Social Council, and as alternate observer to the U.S. Mission to the United Nations for the National Council of Catholic Women.

She is also vice-chairman of the New Jersey Divorce Study Commission, chairman of her State Bar Association's World Peace through Law Committee, and first vice-president of the League for Family Service of Bloomfield. In N/A, Dr. Cass has served as a vice-president and as chairman of the Committee for International Social Development.

Dr. Cass was named a member of the Committee on Social Welfare and the Committee on Women of the President's National Commission for the International Cooperation Year, in 1965. She holds a law degree from Columbia University's Law School and a Ph.D. from Fordham University's Graduate School of Arts and Sciences. Dr. Cass is the mother of two children, Colleen Mary, 13, and John Michael, 7.

OTHER OFFICERS AND TRUSTEES ELECTED:

Elected along with Dr. Cass were: Philip M. Klutznick, Bobby L. Hill, Harold Gibbons and James Suffridge, vice-presidents; Mrs. David Jacobson, secretary; Eugene J. Patton, treasurer.

New members of N/A's Board are: George Butler, director, technical assistance, Equal Employment Opportunity Commission, Washington, D. C.; Brian O'Connell, executive director, National Association for Mental Health, Inc., Rosslyn, Va.; Mrs. Concha y Pino de Kleven, member, National Commission on Architectural Barriers, Albuquerque, New Mex.; and Russell Roetger, former vice-president of Manufacturers Hanover Trust Co., NYC.

Re-elected to the Board were: Arthur S. Fleming, Harold J. Gibbons, Philip M. Hauser, Ph.D., Bobby L. Hill, Mrs. Edmund Lunken, John F. Merriam, Mrs. Richard L. Ottinger, Antonio Tinajero, Wayne Vasey and William L. C. Wheaton, Ph.D. Mr. Tinajero, Thomas M. Fitzpatrick III and Winslow Carlton were named to the Executive Committee.

THE NATIONAL CONFERENCE OF CHRISTIANS AND JEWS, INC.
43 West 57th Street, New York, N. Y. 10019
Telephone (212) 688-7530

BW
Fyi -
Eng

December 29, 1971

THIS IS AN INVITATION AND SCHOLARSHIP OFFER

From Dr. James M. Eagan

Workshop on "Youth, Crime and the Police"
General Butler State Park, Carrollton, Kentucky
March 5 - 9, 1972

There will be a National Workshop sponsored by the National Conference of Christians and Jews at General Butler State Park, Carrollton, Kentucky, beginning on Sunday evening, March 5, at 6:00 P.M., and ending at noon on Thursday, March 9, 1972.

The subject of the workshop will be "Youth, Crime and the Police." This will be an opportunity for dialogue between the police, youth, youth-serving agencies and business men. Among the topics to be discussed will be prevention of youth crime; criminal justice as it applies to youth; police-youth liaison; community attitudes towards youth centers; arrest and post-arrest procedures; the relationship of school-community-police; the relationship of mass media to youth, crime and police.

You are invited to send teams of youth, police, community workers. Cost for participants will be $60.00. NCCJ will supply partial scholarship, amounting to $35.00, to those who make application early. Scholarship participants will pay $25.00. Participants will be supplied with room and board. Travel costs are not included.

Rate quoted is for occupancy of four to a room. Anyone desiring single, double or triple occupancy should contact General Butler State Park directly and pay the difference between the quadruple occupancy rate and the desired accommodation.

DEADLINE FOR ALL APPLICATIONS WILL BE FEBRUARY 23, 1972. Application form is appended. Please feel free to duplicate this application.

JME/ad

Attachment

CHECK MUST ACCOMPANY APPLICATION

DEADLINE FOR ALL APPLICATIONS -- February 23, 1972

Please return as quickly as possible to:

Dr. James M. Eagan
National Conference of Christians and Jews
43 West 57th Street
New York, N. Y. 10019 Telephone: (212) 688-7530

APPLICATION FORM: for participation in the Workshop on "Youth, Crime and the Police", to be held at General Butler State Park, Carrollton, Kentucky, March 5-9, 1972

Please print clearly:

Name_____ Male____Female____

Occupation:_____

Home Address:_____

_____ ZIP_____
(Zip Code must be given)

Home Telephone:_____

Organization:_____

Address of Organization:_____

_____ZIP_____

Telephone of Organization:_____

Partial Scholarship desired:_____ $25 Check must accompany application

Scholarship grant not desired:____$60 Check must accompany application

***** ENCLOSED IS CHECK FOR $60_____ $25_____ *****

Persons desiring other than quadruple occupancy should contact General Butler State Park IMMEDIATELY since the 25 reserved rooms will be held for those taking quadruple occupancy.

Telephone calls: All long distance telephone calls should be made from the public telephone in the lobby. Management will not place long distance calls from rooms.

NO SUBSTITUTIONS ACCEPTED UNLESS CLEARED WITH NCCJ

Refunds only if cancellations are received prior to February 23, 1972

Please feel free to duplicate application

Court Cuts NLRB Role on Subcontracts; New Employer Not Held to Old Labor Pact

5/16/72

By a WALL STREET JOURNAL *Staff Reporter*

WASHINGTON — The Supreme Court trimmed the National Labor Relations Board's powers concerning the union obligations of subcontractors.

The court agreed that when a subcontractor wins work like that previously performed by another concern, the successor subcontractor must bargain with the union representing the workers involved. But it held that the successor company wasn't bound by the "substantive provisions" of a prior union contract.

In other actions, the court:

—Agreed to decide whether the Hobbs Act, a law aimed at extortion by labor racketeers, also can be used against workers who engage in violence to obtain otherwise legitimate demands.

—And ruled that a railroad worker who alleges he has been wrongfully discharged must exhaust the remedy procedures of the Railway Labor Act before he can sue for damages.

The NLRB Case

The court's decision in the NLRB case is significant, a labor expert said, because "subcontracting of all kinds of functions is becoming more common and is having a growing impact on the labor market."

In the case before the court, a division of Lockheed Aircraft Corp. had let a contract for providing guard service at one of its plants. The contract initially was awarded to Wackenhut Corp., which signed a union agreement with the United Plant Guard Workers to represent the guards at the Lockheed plant.

When Wackenhut's contract with Lockheed expired, Lockheed asked for bids on the guard service and awarded a new contract to Burns International Security Services Inc. Burns hired 27 of the 42 guards Wackenhut had employed, but refused to honor the old agreement with the United Plant Guard Workers. Instead, it recognized another union, the American Federation of Guards.

The NLRB held that Burns was the successor to Wackenhut and thus obligated to recognize the old union agreement. Further, the board ordered Burns to abide by the terms of the old agreement and to pay the employes for any losses they had suffered because of Burns' refusal to honor the old contract.

The Supreme Court held that, because Burns had hired most of the former Wackenhut Employes, Burns was obligated to bargain with the United Plant Guard Union. But the court ruled that Burns wasn't bound by the substantive provisions of the agreement negotiated by Wackenhut, and thus threw out the NLRB's order requiring Burns to pay any losses the employes had suffered.

Justice Byron White wrote the court's opinion. Chief Justice Warren Burger and Justices William Rehnquist, William Brennan and Lewis Powell dissented from the court's holding that Burns was obligated to bargain with the United Plant Guard Union. The dissenters would have rejected the entire NLRB order.

The Hobbs Act Case

In reviewing the Hobbs Act case, the Supreme Court will rule on a Justice Department effort to broaden the meaning of the law. A lower court rejected the department's interpretation of the act and the high court accepted the department's plea for review.

The Hobbs Act, passed by Congress in 1946 as an amendment to the Anti-Racketeering Act, provides criminal penalties for anyone who "obstructs commerce by robbery or extortion, or commits or threatens physical violence." The law traditionally has been applied to extortions where employers, under threats of violence, have agreed to make payments, hired unwanted workers or paid for work that wasn't performed.

The Hobbs Act hasn't been used where violence has occurred in the course of otherwise lawful wage negotiations between a union and an employer. While federal law protects the right of workers to organize and strike, picket-line violence normally is dealt with under state laws.

The question raised by the Justice Department in the new case is whether violence committed by union officers and members during a strike for higher wages and other demands constitutes a violation of the Hobbs Act. The case grew out of a 1969 labor dispute between the Brotherhood of Electrical Workers and Gulf States Utilities Co. In October 1970, the Justice Department obtained an indictment against several IBEW officers and members, charging they violated the Hobbs Act by conspiring to commit acts of violence against the company, including the shooting and sabotage of transformers.

A district court dismissed the indictment, holding that the offenses charged couldn't be prosecuted under the Hobbs Act. The court said, "We find no case where a court has gone so far as to hold the type of activity involved here to be a violation of the Hobbs Act." The court stressed that the violence took place in the context of legitimate union demands and thus distinguished the case from a situation where "the wages sought by violent acts are wages to be paid for unneeded or unwanted services or for no services at all."

The government appealed the district court decision directly to the Supreme Court. The Justice Department conceded that incidental outbursts of picket-line violence in some instances "perhaps do not partake of the nature of extortion." But it argued that in the Gulf States case, violence was no "by-product" of an ordinary strike and insisted that the district court's ruling "severely curtails the reach of the Hobbs Act by limiting its ban on extortionate conduct to situations where wages are sought for superfluous and unwanted labor."

The high court will hear and decide the issue after its new term begins in October.

The Railway Labor Case

The Railway Labor Act case stemmed from a damage suit by Thomas L. Andrews against Louisville & Nashville Railroad. Mr. Andrews alleged that the L&N wrongfully discharged him after he had been in an auto accident.

The high court, in a seven-to-one decision, rejected Mr. Andrews' suit. The majority opinion, by Justice Rehnquist, held that such suits couldn't be brought before the grievance and arbitration procedures set forth in the Railway Labor Act had been exhausted. The opinion reasoned that remedies provided in the act must be pursued because a railroad worker's right to his job essentially was a collective-bargaining matter, governed by the act. Justice William O. Douglas dissented and Justice Powell didn't participate.

June 7, 1972

Professor Barbara W. Newell
Department of Economics
University of Pittsburgh
Pittsburgh, Pennsylvania

Dear Barbara:

A friend here in Atlanta has passed on to me the bulletin of Wellesley College announcing your appointment as President. There is a special use in these parts from time to time which seems to apply in this situtation: "They done good." Having said that to the credit of the college, let me extend sincere personal congratulations to you.

Margaret joins me in sending you every good wish in your new undertaking. If your travels bring you to Atlanta, please be in touch with us and if people of our sort located here can be of assistance to you, please call on us.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

T. LAFONTINE ODOM
ROUTE 3, BOX 285
CHARLOTTE, NORTH CAROLINA 28210

JUL 11 1972

July 7, 1972

Mr. Emory F. Via, Director
Resources Development Center
Southern Regional Council, Inc.
52 Fairlie Street, N. W.
Atlanta, Georgia 30303

F.C.

Dear Mr. Via:

On behalf of myself and the North Carolina Presbyterian Men's Synod Council let me sincerely thank you for your participation at our Conference.

Let me assure you that your time, effort and comments were well received and timely. The comments that all of us have received following the Conference have been most gratifying and we have you to thank in great measure.

Again, thank you so much.

Yours truly,

T. LaFontine Odom

TLO/bb

Wisconsin

SENATOR GAYLORD NELSON

(202) 225-5323

FOR IMMEDIATE RELEASE: Tuesday, January 30, 1973 73-25

WASHINGTON, D.C.--Sen. Gaylord Nelson (D-Wis.), Chairman of the Subcommittee on Employment, Manpower and Poverty; Sen. Harrison Williams (D-N.J.), Chairman of the Senate Labor and Public Welfare Committee; and the following members of the Employment, Manpower and Poverty Subcommittee, Sen. Edward M. Kennedy (D-Mass.), Sen. Walter F. Mondale (D-Minn.), and Sen. Allan Cranston (D-Calif.) released the following statement regarding the Budget for the Office of Economic Opportunity:

The 1974 Budget represents a sad confession by the Administration that it does not believe the federal government has special responsibility to the 25.5 million Americans continuing to live in poverty. The proposed abolition of the Office of Economic Opportunity says to the poor that this Administration simply does not care.

The Budget recommendations also reflect a lack of respect for existing law and for the Congress. The 1974 Budget calls for the destruction of the Office of Economic Opportunity. Yet section 601 (a) of the Economic Opportunity Act establishes in the Executive Office of the President the Office of Economic Opportunity headed by a director, with a deputy director and 5 assistant directors.

And section 601 (b) authorizes a transfer of that office--but not its dissolution--only according to procedures that reserve to the Congress that right to disapprove that transfer.

The Budget totally disregards this requirement as it also disregards the prohibition now in law against transfer of community action programs and community economic development programs from OEO to any other agency without Congressional approval. And the Budget attempts to blackmail Congress into approving restrictions on the representation of the poor by legal services attorneys.

Since 1964, the Congress has recognized the need for the poor to have an advocate in the Administration in Washington and an institution at the local level to see that their needs are not ignored. For nearly a decade now the Office of Economic Opportunity has worked to meet that need. Just last September

the Congress reconfirmed its commitment to the Office and to the 900 Community Action Agencies in rural and urban poverty areas. So strong was the Congressional committment to the local Community Action Agencies that it required that the first $328.0 million appropriated under the authorization be reserved for their use.

Coming just a week after President Johnson's death, this call for a cease fire in the war against poverty represents an ironic memorial.

We all recognize the wisdom of redesigning, or even ending, programs that do not live up to their promise. But the modestly funded poverty programs could not be expected to close the multi-billion dollar poverty income gap. What they can do and have done is help hundreds of American communities organize efforts to provide for the poor training for productive work, essential services for the elderly and the very young, and a voice in decision making at the local and federal levels. To abandon the organizational heart of this effort--the OEO in Washington and the CAA's at the local level--at a savings of only about .1% of the federal budget, is to raise budget cutting above elemental common sense on national priorities. To do so, in direct defiance of specific legislation passed by Congress and signed by the President, is most surprising behavior in an Administration that recommends obedience to law as the citizen's first duty.

####

National Association *for* Community Development

1424 16TH STREET, N.W. WASHINGTON, D.C. 20036 (202) 667-9138

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Commissioner, Chicago
Dept. of Human Resources

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Ms. Johnnie L. Tillmon
South'n Christian Ldrship Conf.
Yancey Martin
Urban Affairs AFL-CIO
Julius F. Rothman

February 9, 1973

To: All National Organizations and Coalitions

From: The National Coordinating Committee for the National Mobilization for Domestic Unity

Enclosed you will find information which has alreqdy been sent to all Community Action Agencies in the country regarding the National Mobilization for Domestic Unity on February 20th in Washington, D. C.

The purpose of this mobilization is to muster support for Congress in its continuing commitment to the War on Poverty and progressive domestic legislation.

In assisting the Mobilization effort, your organization can do the following:

a. Inform your constituency of the Mobilization on February 20th in Washington, D.C;
b. Arrange to meet with Congressmen in the local offices during Lincoln's Birthday recess (Feb.12-16) as well as on February 20th in Washington;
c. Assist in providing accommodations for arrivals in Washington for the night of February 20th;
d. Provide volunteers to help staff the National Coordinating Committee at 1424 Sixteenth St.,N.W.,Washington,D.C.
e. Provide financial assistance in <u>any</u> amount to allow us to assist groups in traveling to Washington.(Make checks payable to the Mobilization for Domestic Unity).
f. Provide assistance in the form of public endorsements (ads in newspapers, magazines and flyers).
g. Provide office space and reproduction facilities, use of telephones, typewriters, etc.
h. Use of Public Relations Offices are badly needed. If your organization has a PR office, we need to use its services.

With your support and that of other organizations, coalitions and individuals from around the country, we can assist Congress in its efforts to save the domestic programs and money they have already legislated.

For the National Coordinator

Cecil B. Wilson

Organizer

National Association *for* Community Development

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Ms. Johnnie L. Tillmon
South'n Christian Ldrship Conf.
Yancey Martin
Urban Affairs AFL-CIO
Julius F. Rothman

February 1, 1973

To: All CAAs and Coalitions

From: The National Coordinating Committee

The following groups are affected by the BUDGET CUT and the impounding of monies (can be used for Coalition's base):

1. Farm Labor Housing Programs - $310 million
2. Low Income Rural Housing - $376 million
3. Rental Assistance-Low-income Families - $25 million
4. Assistance to Non-profit Sponsors of Low and Moderate Income Housing - $1 million
5. Public Facilities in New Xommutities - $7.5 million
6. Federal Loan Program for Rehabilitation of Urban Housing - $86 million
7. Grants for Water and Sewer Facilities in Community Development Areas - $433 million
8. One half the budgeted total for Economic Development Administration Grants for Public Services Communities with lagging economic growth
9. Department of HEW - Construction Grants - $44.8 million
10. Test Projects in Post-Secondary Education - $10 million
11. Highest Education Insured Loans - $1.9 million
12. Veterans Administration Hospital Construction Programs - $65 million
13. Medical Care - $44 million
14. Research or Medical Aids - $204 million
15. Model Cities - 435 mil
16. Urban Renewal - 180 mil
17. Emergency Employment Assistance - 670
18. Veterans' Benefits $277
19. Subversive Activities Control Board

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February 1, 1973

To: All CAAs and Coalitions

From: The National Coordinating Committee

1. Each State should establish a state-wide coordination Center to assist each CAA in developing plans for implementation - for progress reporting - specific information on number of people, busses - listing of bus monitors - schedule of Congressional appointments, if you require overnight accommodations and/or other key information. (This information will go to the Coordinating Committee in National NACD Headquarters in Washington,D.C.

2. All State-wide coordinating information to be reported -on as need be basis - to the National Coordinating Committee at NACD Headquarters, 1424 16th St., N.W.,Washington, D.C.20036-telephone (202) 667-9138).

3. Each State or Region is asked to send an advance person to the National Coordinating Committee to serve as their direct liason contact in Washington.

4. Each CAA must contact their own Congressman to establish an appointment for February 20th, also Conference Room, delegation sessions and any other important meetings. Passes for Congressional visits should also be arranged for. Be sure to do this before February 9th. (Remember-Congress is in recess from February 9th-19th) BE SURE your Congressman will be in Washington.

5. After you have established your logistics team (bus coordinator, crowd coordinator, medical, group spokesmen, nurse, and other key persons) CALL A RALLY two nights before the date-February 18th of these leaders and go over final plans; also have local officials and Board Chairman speak to group-go over PLAN, MAP and RAP.

6. Set up your baby-sitting through your HeadStart-also volunteers: Central Bus Area - food (box lunches) from vendors you deal with - LEAVE CHILDREN AT HOME.

7. The day should be scheduled for 9 a.m. to 6 p.m.

8. Do not bring private automobiles (cars are real problems in Washington) busses are the best possible choice.

9. Ask Press to accompany you on your trip -they make their own arrangements with Press here to have your part of the mobilization covered.

10. If you need technical assistance, please advise National Coordinating office immediately.

11. Prepare in advance routes for buses so that you are sure of stops - accommodations using AAA so you have maps and direct routes to Washington.

12. Make sure all busses are equipped with the best kind of First Aid equipment.

13. Each CAA Agency should have a Coordinator within their own Agency so that either the State or National Coordinator can reach that person and get definite answers to the questions.

* * * * * * * *

DEFINITION OF "MOBILIZATION"

MOBILIZATION - This is mobilization in the true sense of Community Action experience, that is, support from varied sources to impact on a defined objective. This support is personal appearances, letters, telegrams, phone calls, petitions, civic endorsements -all aimed toward alerting Congress about our concern for it to set and implement national priorities.....

We are going to Washington -and we are going to ask them some HARD questions. We are going to ask Congress to stand up and be counted.....We are going to ask Congress to seize back their Constitutional Right to appropriate funds...

National Association *for* Community Development

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February 1, 1973

To: All CAAs and Coalitions

From: The National Coordinating Committee

WHAT THE NATIONAL COORDINATING COMMITTEE WILL PROVIDE FROM N.A.C.D.

(1) A ten member team will be assigned the following:

a. Press Coordinating team

b. Congressional Appointment team

c. Logistics team - physical layout, permits, crowd mobility, bus mobility, places.

d. National Coalition contact team

e. Mail distribution - information development and dissemination

f. Regional Coordination team- each Region will have a contact person

g. Key Congressional meetings, hearings. Friends of OEO

h. Progress Reports on the latest status of Congressional plans; moods, Reports, Releases.

ALL INFORMATION WILL BE AVAILABLE TO EACH REGION CONSTANTLY UNTIL THE DATE OF THE MOBILIZATION.....

'MOBILIZATION for DOMESTIC UNITY'

February 20, 1973

LOGISTICS

TRAVEL ROUTE

1. All buses coming from the Northeast will enter the city on Route 495 and exit at Exit 29 Baltimore Washington Parkway. Continue down Kenilworth Avenue to East Capital Street Bridge, cross bridge go up Constitution Avenue, disembark at First Street and Constitution Avenue, N.E.

2. All buses coming from the West will enter the city via Route 70 to Route 495, east bound to Exit 29 off Baltimore Washington Parkway, follow same Route above down Kenilworth Avenue to East Capital Street Bridge, cross bridge, go up Constitution Avenue, disembark at First Street and Constitution Avenue, N.E.

3. All buses coming from Southwest and via Route 66 east bound on Route 495 to Route 95 North into city, cross 14th Street Bridge heading North to Independence Avenue, turn right, go to First Street, N.E., turn left go one half block, make a right onto East Capital Street unload passengers.

4. All buses coming from the South via Route 95 North should follow same directions above upon entering the city.

5. All buses should be clearly marked with large signs indicating city, state, and number of buses, e.g., Albany-New York, No. 1 thru No. 20.

6. All buses are expected to be in the City of Washington between 8:00 a.m. and 10:00 a.m., Tuesday, February 20th.

7. Make provisions with bus company in case of emergency breakdowns.

8. All buses will be permanently parked and will not return to reloading area until time of departure, take all personal belongings with you, food, etc.

MORNING INFORMATION

9. All pre-assemblies will be on the Capital ground area - for briefings and pre-assignments from local areas.

10. Guides will be provided to assist with crowd mobility.

11. All lobbying is expected to be done during the hours betwen 10:00 a.m. and 1:00 p.m.
All Congressmen are in the Cannon, Rayburn, or Longworth Buildings, all in the vicinity of the Capital.

12. All appointments have been confirmed with the Congressmen. Request passes to Gallery from your Congressmen.

13. The central emergency headquarters will be the United Methodist Church, First Street and Maryland Avenue, across from the Capital building, S. E. side.

14. Request churches in your area to proclaim Sunday, February 18th, as 'National Mobilization Sunday'. Collect special contributions to support mobilization day.

15. No signs or placards, etc., permitted into Capital buildings.

16. Congressional hearings being held during the week of the 20th include Elementary and Secondary Education Act (ESEA), Committee on Education & Labor, Room 2181-Rayburn Building, Chairman, Carl Perkins, (Kentucky).

    Tax Reform, Committee on Ways & Means, Room 1102-Longworth Building, Office Building, N. J. & Independence Ave., Chairman, Wilbur Mills, (Arkansas).

    The Joint Economics Committee is meeting February 12-14 to discuss budget. Results will be presented to Congress.

AFTERNOON

17. 1:00 p.m. - 4:00 p.m. MASS RALLY, West Side of Capital grounds, scheduled speakers, include: Rev. Dr. Ralph Abernathy, SCLC, Rev. Jesse Jackson; PUSH, Congressman Walter Fauntroy, Washington; Mrs. Coretta Scott King, MLK Memorial Center; Congressman Andrew Young, Georgia; Congressman, Ronald Dellums, California; Mayor Kenneth Gibson, Newark; Senator Jacob Javits, New York; Mrs. Johnnie Tillman, NWRO; Lt. Gov. Robert Mondragan, New Mexico; Congresswoman Shirley Chisholm, New York; Congresswoman Bella Abzur, New York; Senator Sam Ervin, North Carolina, Congressman Charles Rangle, New York, plus many, many more.

18. All buses will be departing from the Mall area and reloading by States.

National Urban League, Inc.

MEMORANDUM

REFER		NOTED	
TO	DATE	BY	DATE
Return To		File	

DATE: April 5, 1973

THRU: Bonita Burgess and Felton Alexander

TO: The Cooperating Organizations for the Southern Regional Conference on Employment Displacement in Education

FROM: Clarence E. Coleman, Director, SRO*, National Urban League

SUBJECT:

REFERENCE:

COPY TO:

ATTENTION: Dr. John A. Griffin
Eldridge McMillan
Dr. George Esser
Emery Via
Robert Kronley, Clark College, Southern Center for Studies in Public Policy
Jim Williams, National Education Association

HB
Clarence Coleman
Felton Alexander
Bernice Burgess

Following the most recent phone calls between Dr. Griffin, Emery Via, and Felton Alexander, it appears that Tuesday, April 17, 1973 is the most convenient time for all interested and concerned parties to meet on Phase I (A review of the Research) and to get together to finalize plans for Phase II, (The Mini-Conference).

Monday, April 30th, is the date all parties can participate in the Mini-Conference. Therefore, I am suggesting that we proceed with these above dates for Phase I, and Phase II, and discuss and finalize plans for Phase III (A Regional Conference), and Phase IV, (Implementation on state and local levels).

We recommend the 12:00 noon April 17th meeting be held at the Southern Regional Council because it is the site of the Research Collection and Dr. J. A. Griffin already has offered the Board Room of the Southern Education Foundation for the April 30th Mini-Conference at 10:00 A. M. to 4:00 P. M.

~~I am sorry for any confusion resulting from my memo~~

[* So. Regional Office]

NUL FORM AD-2

You now know that Clarence Coleman has called the meeting on displaced black educators ~~of~~ for April 17. Sorry if my earlier memo cancelling that date has led to confusion.

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
GEORGE H. ESSER, EXECUTIVE DIRECTOR

Southern F[illegible] Inc.
52 FAIRLIE STREET, N. W. [illegible] 30303

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

M E M O R A N D U M

April 9, 1973

TO:

FROM: Emory F. Via

CC: Cooperating Organizations for the Southern Regional Conference on Employment Displacement in Education

---

You now know that Clarence Coleman has called the meeting on displaced black educators for Tuesday, April 17. Sorry if my earlier memo cancelling that date has led to confusion.

EFV/gms

Telephone: (404) 688-8778

National Urban League, Inc.

Southern Regional Office
Clarence D. Coleman, Director

136 Marietta Street, N.W.
Suite 242
Atlanta, Georgia 30303

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ROBERT W. DOWLING
LLOYD K. GARRISON
THEODORE W. KHEEL
LINDSLEY F. KIMBALL
HENRY STEEGER

April 20, 1973

Dear Friend,

During the last few years, we have all been involved somewhat with the Teacher Displacement problem. It has been very apparent that several organizations have worked in the same general area without very much contact or coordination of their efforts.

In cooperation with the National Urban League, National Education Association, Southern Regional Council, Southern Center for Studies in Public Policy, Clark College, the Southern Education Foundation is funding a mini-conference on Teacher Displacement.

Because of your known interest and activities with the problem of displaced teachers and related matters, we cordially invite you as a participant in a mini-conference to develop strategies to deal with the teacher displacement and related problems on regional, state and local levels in the south.

The primary prupose of the mini-conferences are:

1. To consider corrective and preventative strategies for solution.

2. To consider new approaches to closer organizational cooperation at these levels and consideration of special problems associated with employment opportunities for new graduates in the education field and those displaced through college and university mergers between traditional Black and traditional White institutions.

This conference will be held:

April 30, 1973
10 a.m. to 4 p.m in Conference Room of Southern Education Foundation, 811 Cypress Street, Atlanta, Georgia
(Behind Sheraton-Biltmore Hotel)

Contributions to the National Urban League are tax deductible

Travel and other expenses associated with your participation will be borne by Southern Education Foundation. The conference is scheduled so that overnight accomodations will be required only under special circumstances.

If proper vouchers are presented on the morning of April 30, a check for your expenses will be available at the end of the conference day. For further information and your response, please call Mr. Felton Alexander, 404-688-8778.

Sincerely,

CD Coleman

Clarence D. Coleman, Director
Southern Regional Office
National Urban League
Atlanta, Georgia

Mr. James H. Williams, Regional Manager
Southeast Regional Office
National Education Association
Atlanta, Georgia

Dr. George Esser, Executive Director
Southern Regional Council
Atlanta, Georgia

Mr. Robert Cronley, Director
Southern Center for the
Study of Public Policy
Clark College
Atlanta, Georgia

Dr. John Griffin, Executive Director
Southern Education Foundation
Atlanta, Georgia

SOUTHERN REGIONAL COUNCIL, INC.

M E M O R A N D U M

TO: George Esser/Harry Bowie DATE: April 26, 1973

FROM: Emory Via COPIES:

SUBJECT:

Attached is a memo from Coleman regarding April 30 "mini conference". I see SRC is listed as an invitor and George's name appears as signer of letter. Although, I think no damage is done, my understanding was that NUL, NEA, and Clark would invite and agree to the wording of the invitation and purposes of the meeting. SRC is committed to attend, to summarize available data, and to act in advisory capacity, if appropriate.

The chances of a better conference on April 30 have been increased, I think but I still have my fingers crossed.

EFV/gms

[re. Employmt. Displacement in Education or Displaced Black Educators Conf.]

June 13, 1973

Mr. Felton Alexander
Regional Office
National Urban League
136 Marietta Street, NW
Atlanta, Georgia 30303

Dear Felton:

I received the rough draft report of the displaced black educator conference from Clarence. Of course, it is in pretty rough form. Would it be possible to start on it by extracting the essence?

My schedule is very tight right now and I will not be able to give a careful reading until after June 18.

We think it very important to see any portion of the document which will refer to an SRC role in this matter.

Sincerely,

Emory F. Via

EFV/rh

December 18, 1969

Mr. Robert Ozonne
School for Workers
University Extension
University of Wisconsin
Madison, Wisconsin

Dear Bob:

Have not put my hands on the Bogalusa piece and am on the way out of town for an extended period.

It can be found in:

Vera Rony, "Bogalusa: The Economics of Tragedy," Dissent, May-June, 1966.

or in

Poverty: Views from the Left, eds. Jeremy Larner and Irving Howe. William Morrow and Co.

Hope this helps.

Sincerely,

Emory F. Via

EFV/rh

February 2, 1970

Mr. Robert Ozanne
School for Workers
Univesity of Wisconsin
Madison, Wisconsin 53706

Dear Bob:

It may make things easier for the clerical staff if they no longer forward anything other than first class mail. Also it will be unnecessary to forward materials from the A. Philip Randolph Institute (envelope enclosed).when it is an organizational mailing even if it is first class.

I am sorry that this kind of thing has taken so long to clear up but I will write the Randolph Institute again.

Best wishes to everyone there.

Sincerely,

Emory F. Via
Director
Labor Program

EFV/km

Enc.

February 3, 1970

Mrs. Jonathan K. Ocko
533 Prospect Street, #4
New Haven, Connecticut 06511

Dear Mrs. Ocko:

In Paul Anthony's absence I am writing to give you the suggested language that can be used in making a bequest to the Southern Regional Council.

It would be satisfactory if the will would read that the bequest is made to "The Southern Regional Council, Inc., a Georgia corporation presently domiciled in Atlanta, Georgia, or to such corporation as may have succeeded to the assets and rights and privileges of the Southern Regional Council, Inc. if that corporation is no longer in existence."

If there is any further question, I would suggest that you or your attorney call our counsel, Mr. Joseph F. Haas (Area Code 404, 525-6141) First National Bank Building, Atlanta, Georgia 30303.

Please do not hesitate to call us if there is any further way in which we can be of assistance. We are most grateful for your interest in the work of the Council.

Sincerely,

Emory F. Via, Director
Labor Program

EFV/km

The National Voluntary Equal Employment Opportunity Program Of American Business

Plans for Progress A Report

January 1966–August 1967

Week of August 12, 1968

3 UNIONS, PAPER FIRM ENTER LANDMARK
COLLECTIVE BARGAINING AGREEMENT TO
INCREASE NEGRO JOB OPPORTUNITIES

WASHINGTON -- Three labor unions and a major paper firm have amended their collective bargaining agreement to insure equality in job seniority for Negroes, Labor Secretary Willard Wirtz has announced.

Joining in the agreement with the International Paper Company were the United Papermakers and Paperworkers, International Brotherhood of Pulp, Sulphite & Paper Mill Workers and the International Brotherhood of Electrical Workers.

The pact, ratified by more than a 2-to-1 vote by the rank-and-file membership of 52 locals of the three unions, affects 10 primary pulp and paper mills of the firm's Southern Kraft Division in six states.

Secretary Wirtz called the amendment of the collective bargaining agreement covering the mills "a significant breakthrough in our national efforts to insure equality of opportunity for all our citizens.

"While equitable seniority changes have been achieved by other companies, the overriding importance of this pact is that it

(MORE)

NEWS DIGEST - 8/12/68
BARGAINING AGREEMENT

was reached through the vital process of collective bargaining."

The changes resulted from efforts by the Office of Federal Contract Compliance (OFCC) to encourage the company to amend its collective bargaining agreements to provide equal opportunity.

Failure to have done so could have led to loss of Government contracts. The firm holds Federal contracts and subcontracts running in the millions of dollars.

Government investigations revealed that Negroes have been working in less desirable jobs with limited advancement opportunities in the Southern-based mills.

The amended collective bargaining agreement replaces job seniority with company length of service for determining priority when Negroes are moving into or within predominantly white lines of progression.

Other major modifications in the labor-management pact are:

-- Amendment of transfer and advancement qualifications to assure they will be no higher for Negro employees than they were for white employees hired at the time the Negroes were hired.

-- Inclusion of assurances that rates paid Negroes availing themselves of the new opportunities will generally be no lower than

(MORE)

NEWS DIGEST - 8/12/68
BARGAINING AGREEMENT

their current wage rates, regardless of the contract rate for the job into which they transfer.

The Southern Kraft mills covered by the amended agreement are located in Natchez and Moss Point, Miss.; Bastrop (2 mills) and Springhill, La.; Mobile, Ala.; Georgetown, S.C.; Panama City, Fla., and Camden and Pine Bluff, Ark.

About one-fifth of the work force in the mills covered by the agreement is Negro.

Union and company spokesmen hailed the agreement "as a vindication of the collective bargaining process" and expressed hope that "future problems involving similar matters could be worked out by collective bargaining without resorting to lengthy litigation."

# # #

SOUTHERN UNIVERSITY
SOUTHERN BRANCH POST OFFICE
BATON ROUGE, LOUISIANA 70813

PUBLIC AFFAIRS SERVICE CENTER

July 17, 1969

Mr. Emory F. Via, Director
Labor Program
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta, Georgia 30303

Dear Mr. Via:

Thank you very much for the book, The Union and the Community. I am certain that this book will prove to be very valuable to us.

Sincerely,

Jewel L. Prestage

Jewel L. Prestage
Director

JLP:ym

January 5, 1970

Mr. Charles Pierce
Director
Atlanta Concentrated Employment Program
Economic Opportunity Atlanta
101 Marietta Street, N. W.
Atlanta, Georgia 30303

Dear Mr. Pierce:

I want to thank you personally and on behalf of BLS and SRC for your participation in our conference on December 17th. We felt that it was important to get a better understanding of the information in the Employment Survey. You contributed significantly in this effort and in providing meaningful interpretation as to what the data mean for Atlanta. We are all appreciative of the thought, time and effort which you put into this undertaking. We felt that we had a good representative turnout for such a conference and that this argues well for the data being constructively used.

Again our thanks and I trust we will have further opportunities to work together.

Sincerely,

Emory F. Via, Director
Labor Program

EFV/km

January 26, 1970

Mr. Sidney Pobikuskchy
Department of Economics and Political Science
University of New Brunswick
Fredericton, New Brunswick
Canada

Dear Mr. Pobikuskchy:

Thank you for your letter and for the biographical data sheet. I feel certain from Jerry Cormick's recommendation that you would be a good man on almost anyone's staff. It is true that the bulk of your training and experience is somewhat afield from what we normally do.

Unfortunately, this is a very bad time for us to be considering personnel. Our financial situation is necessarily uncertain until the impact of the new Federal tax law has been determined.

I will send you a few publications so that you will know more about what we do.

Sincerely,

Emory F. Via
Director
Labor Program

EFV/km

February 26, 1970

Mr. James Pierce
1947 Lansdale Drive
Charlotte, North Carolina 28205

Dear Jim:

I have talked with Bill Genoese with ALA and he would like to see a biographic data sheet on you and have a visit with you if you are going to be in Atlanta. Both of these things should be done well ahead of April 1.

In general ALA intends to hire from its constituent organizations. However, special cases will be considered.

Have you been able to think further about poverty problems if they relate to Public Employees. I would like very much to have an informal memo from you. Also if you come to Atlanta to see Genoese, I would hope that you would work out a day when I could have some time with you as well.

Best personal wishes.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/km

November 25, 1970

Mr. Kim H. Pittman
The MCB Corporation
1001 Connecticut Avenue, N.W.
Washington, D.C. 20036

Dear Kim;

I am very glad that we had a chance to meet at the Local 189 Meeting. I hope that on your next trip to Atlanta you will stop by the Council's offices. I would like to hear in greater detail some of the things which you are doing. If there are areas where we can be supportive of your efforts, we would be happy to do so.

Under separate cover I am sending you a few publications of the Council.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

December 28, 1970

Public Affairs Committee
381 Park Avenue, South
New York, New York 10016

Dear Sir:

Please send us one (1) copy of THE RESPONSIBLE CONSUMER by Sidney Margolius.

Twenty-five cents in coin is enclosed to cover cost.

Sincerely,

Gwendolyn M. Sapp, Secretary
Resources Development Center

Encl.--Coin

EARL C. PIPPIN
605 EXECUTIVE BUILDING
MONTGOMERY, ALABAMA 36104
7

April 20, 1971

Dr. Emory Via
% Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Emory:

It was indeed a pleasure to have you appear before the Unitarian Fellowship of Montgomery and your impressions of the "Future of the South" were very well received.

I appreciated the opportunity to visit with you although there never seems to be enough time to properly reflect on the past and its impact on the future, not to mention friendly small talk!

It is the hope that our efforts might well give us the opportunity to spend more time together in the future.

Remember me to your lovely wife and bring her along again on your next visit. With kindest regards and best wishes, I remain

Your friend,

Earl

Earl Pippin

ECP/mar

PURPOSE

The purpose of the Unitarian Universalist Fellowship of Montgomery, Alabama, is to create a forum of free discussion unbounded by dogma, to build a community of human fellowship so that, united in love and in strength, we may search for the truth; to stimulate in our members and their children a deep concern for man's physical and spiritual needs; to provide a place where our children can be encouraged "how" to think and not told "what" to think; and to uphold the principles of a free faith dedicated to founding a world community based on ideals of brotherhood, justice and peace.

COVENANT

It is the purpose of this Fellowship to provide a place where freedom of worship, speech, thought and the dissemination of ideas shall be welcomed, protected and fostered; to maintain a pulpit where freedoms shall be exercised and made manifest to the members of the Fellowship and the community; to develop the spiritual, intellectual, social and moral faculties of all persons.

MEMBERSHIP IN THIS FELLOWSHIP

. . . involves acceptance of the above convenant and signature on the register. Anyone interested in discussing membership, please contact Membership Chairman Glen Martin during the social hour following Sunday morning's program.

UNITARIAN FELLOWSHIP

of

MONTGOMERY

VAUGHN ROAD

ORDER OF WORSHIP

April 4, 1971

10:30 a. m.

If you do not think about the future, you cannot have one.

John Calsworthy

OPENING WORDS

UNISON COLLECT

OURS, O MEN

Ours, O men, has been yesterday,
and ours will be today and tomorrow.
Ours is the world, the universe, and
life, if we will make it ours by the
largeness and strength of our love.
Ours is the commonwealth of man,
now and tomorrow, building and
yet to be builded.

Kenneth L. Patton

MEDITATION

RESPONSIVE READING

READING

PROGRAM

Dr. Emory F. Via
"The Future of the South"

ANNOUNCEMENTS AND OFFERINGS

CLOSING THOUGHT

It is provided in the essence of things that from the fruition of success, no matter what, shall come forth something to make greater struggle necessary.

Walt Whitman

FELLOWSHIP HOUR

NEXT WEEK

Miss Mary P. Allen
"TBA"

RESPONSIVE READING

A NEW SHAPE OF FELLOWSHIP

Let us indicate a new shape of fellowship; let us demonstrate a new kind of unity.

We have learned that men work together in consideration and loyalty while still seeking after truth.

Discoverers have a common purpose in their adventures; they can be joined together in becoming.

Disagreement among those seeking the truth is a blessing greater than the agreement of the assured.

We have been warned against leaving the temples of our upbringing;

But we have discovered that every temple in which men have worshiped is also our temple, if we enter it in the spirit of a common search for the goodness of life.

The search for goodness is a human search; it rings with the same resonance of purpose and longing whatever the local dialect and the tribal speech.

All the people of mankind are our family, and the cohorts of our common faith.

We have not left our homeland, for all the earth is our country, and all the roads are streets of one town.

If all men will search together for the truth in freedom and respect, they will not only find the truth, they will also discover one another.

Kenneth L. Patton

May 6, 1971

Mr. Robert Perry
743 Aaron Street
West Helena, Arkansas 72390

Dear Brother Perry:

Good to hear from you. I have turned your letter over to the VOTER EDUCATION PROJECT which produced the poster you asked about. I am sure that you will hear from them shortly as to whether these posters are available and on what basis.

Best wishes in your continuing efforts in West Helena.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

3 copies for EV

BUT SCOTT STAYS FIRM

Union Appointee Stirs Ire

By JOE DOSTER

Raleigh Bureau, Winston-Salem Journal
Special to The Atlanta Journal-Constitution

RALEIGH — A decision by Gov. Robert W. Scott to name a former union organizer to the State Industrial Commission has set off a storm of protest from antilabor industrial associations.

Scott first announced the appointment of James Pierce to the commission and then announced that he was holding up the appointment until charges against Pierce stemming from a Chapel Hill food workers strike had been cleared up.

In the meantime, the militantly antiunion Central Piedmont Industries Association began a letter-writing campaign in opposition to Pierce.

Pierce is no stranger to controversy.

HE IS A FORMER area director for the American Federation of State, County and Municipal Employees — one of the more militant labor organizations in the state today.

Despite a state law which prohibits government agencies from negotiating with public employee unions, Pierce has recruited memberships and led union members in several strikes around the state.

He was also active in a legal test of the state law which prohibited public employes from becoming union members. The court ruled that section of the law unconstitu-

NORTH CAROLINA

tional, but left standing the portion forbidding public agencies from negotiating with unions.

Late last year, Pierce was a spokesmen for garbage collectors who went out on strike in Charlotte — the state's largest city

THAT WAS WHEN he first clashed with Central Piedmont Industries and Edward J. Dowd Jr., the executive vice president of the association and a bitter opponent of organized labor.

Dowd urged the city to refuse to negotiate with the union and urged it to fire the striking workers. An attempt to recognize the union, he warned, would result in court action.

Members of the City Council met privately with Pierce, and finally negotiated a settlement which did not include formal recognition of the union.

Hardly had that strike been settled when Pierce was organizing the food service workers at the dining halls and snack shops on the campus of the University of North Carolina at Chapel Hill.

THE SCHOOL administrators turned over the food service to a private firm, but Pierce organized their workers too and led them out on a strike. It was during this strike that Pierce had his troubles with the local police.

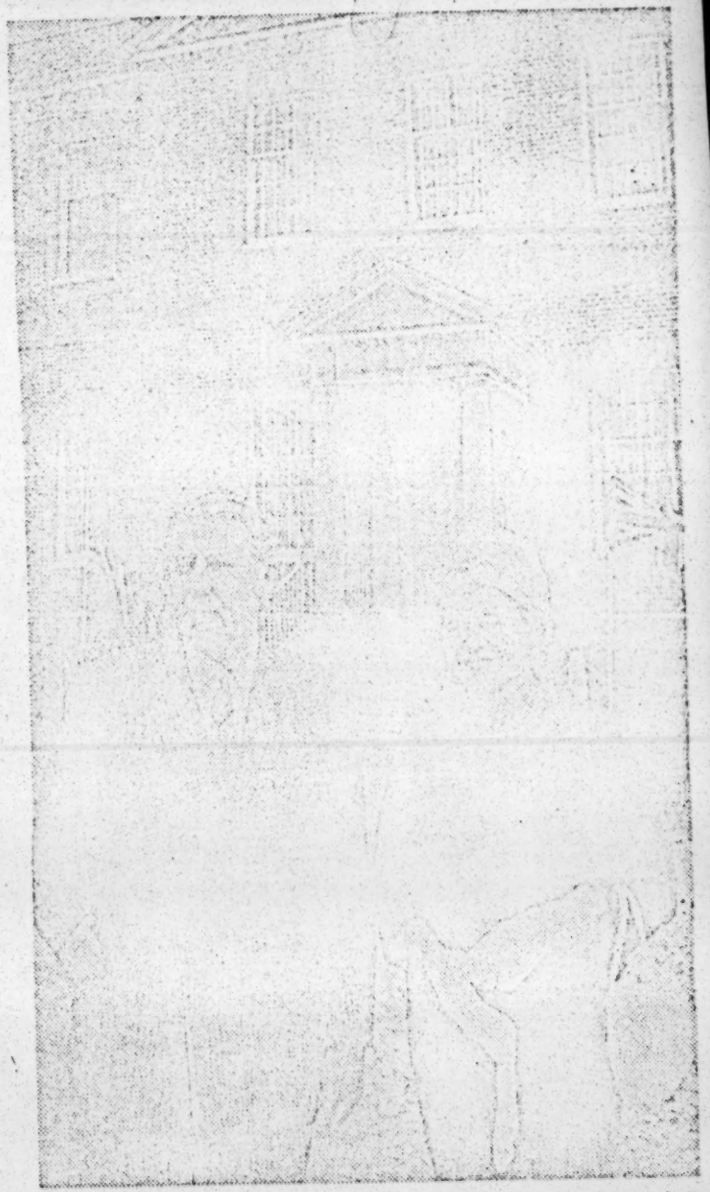
He and one of his assistants were arrested on charges of disorderly conduct and failing to disperse when ordered to do so by police. Pierce said he was arrested when he objected to the officers pushing around some of the striking workers. The charges are misdemeanors, and Pierce appealed his conviction to Superior Court.

IT WAS TO await the outcome of that appeal that Gov. Scott withheld the appointment to the Industrial Commission. But Dowd of Central Piedmont Industries and other industrial associations took advantage of the delay to start the letter writing campaign in opposition to the appointment.

The Industrial Commission hears workmen's compensation claims and influences safety standards for industry.

2-D The Atlanta Journal and CONSTITUTION
SUNDAY, APRIL 12, 1970

NEWS OF THE SOUTHEAST Empire



Associated Press Wirephoto

TRYONS AT TRYON—New Bern, N.C.—Lord and Lady Tryon from Salisbury, England, visit Tryon Palace, where flags from both nations are flying. They are in North Carolina for the 200th anniversary of the restored palace.

Alabama Consumer Finance Association

EARL C. PIPPIN
EXECUTIVE VICE PRESIDENT

605 EXECUTIVE BUILDING
MONTGOMERY, ALABAMA 36104

PHONE 205-264-2481

July 26, 1971

Mr. Emory Via, Director
Resources Development Center
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Emory:

I can't begin to express my appreciation for your remembering me with a copy of Aubrey's letter to George Mitchell, dated July 28, 1949.

You are absolutely right - Aubrey did have a profound effect on my life and I still regret the fact that more people were not aware of his insights 20 odd years ago.

Thanking you once again and looking forward to seeing you soon, I remain

Your friend,

Earl

E.C. Pippin

ECP/mar

COPY OF SAME SENT TO:

Mr. Lee White
COMMUNICATIONS WORKERS OF AMERICA
1925 "K" Street, N.W.
Washington, D.C. 20036

July 21, 1971

Mr. Earl C. Pippen, Vice President
ALABAMA CONSUMER FINANCE ASSOCIATION
605 Executive Building
Montgomery, Alabama 36104

Dear Earl:

The enclosed letter from Aubrey Williams to George Mitchell just surfaced the other day. I thought you might be especially interested in it since you have known of SRC for some years and had your own life touched by Aubrey's personality.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms
Encl.--1

2947 Hawthorne Drive
Columbus, GA 31903
May 2, 1972

Southern Regional Council
5 Forsyth Street
Atlanta, GA 30303

Gentlemen:

I recently read about your organization in the book STILL HUNGRY IN AMERICA. Would you please send me information about what the SRC does, how it helps, etc.?

I am doing reseach on the poverty of the United States. I would appreciate it if I could receive this information before May 19.

Thank you very much.

Sincerely yours,

Susan Preston

May 4, 1972

Miss Susan Preston
2947 Hawthorne Drive
Columbus, Georgia 31903

Dear Miss Preston:

Enclosed is a brief statement about the Southern Regional Council. I am also sending you a few publications that indicate something of our interest in meeting problems related to poverty and racial relations.

I am glad that you got to read the book "Still Hungry in America." There is a good deal in it which we all need to understand.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms
Encl.

June 22, 1972

State EEO OD Office
Room 308
101 Marietta St

M E M O R A N D U M

TO: Bill Peace — 656-3885

THRU: Al Dempsey

FROM: Mike Boyd

SUBJECT: Southern Regional Council

I have received a request from a Private Industry Association requesting background information about the Southern Regional Council. They are specifically interested in the Council's history, goals and objectives, current activities, and how industry can become involved in their efforts.

In addition to supplying the Industry Association with this information, I think sufficient copies of the various pamphlets, mission statements, by-laws or whatever data we can get should be added to the SEOO reference library.

Any assistance you can render in obtaining this information will be greatly appreciated.

AD:MB:jd

~~Source Library~~

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
GEORGE H. ESSER, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

July 5, 1972

Mr. William Peace
State Economic Office of Opportunity
Room 308
101 Marietta Street
Atlanta, Georgia 30303

Dear Bill:

Under separate cover I am sending you two copies of the following: The Spring, 1972 issue of New South, the June, 1972 South Today, Equal Housing Opportunities in the South: A Challenge, The South and Her Children: School Desegregation 1970-1971, and a special issue of New South (January, 1964) "The Southern Regional Council, 1944-1964). I am also sending a brief two-page leaflet describing SRC, a leaflet describing our Black Women Employment Project, and a leaflet describing the School Desegregation Project.

There are several ways in which private industry might relate to what we do. These range all the way from subscribi to our materials (New South, $3 per year; South Today, $2.50 per year; Subscription service, $7 per year which includes South Today, New South and special reports) to being responsi to an effort such as our Black Women Employment Project, to finding their own ways to support humane values in local communities, schools, government, and industry. Of course, money can always be contributed to either our general program or to specific projects, However, we only seek funds which have no conditions attached (beyond legal requirements) other than they be used for the purposes which SRC says they will be used.

I will be hpayy to talk with Mike Boyd about any of ~~these~~ This if he would like to pursue it further.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

THE POTOMAC INSTITUTE, INC.
1501 Eighteenth Street, N.W. • Washington, D.C. 20036 • 332-5566

July 7, 1972

JUL 11 1972

Mr. Emory F. Via, Director
Resources Development Center
Southern Regional Council, Inc.
52 Fairlie Street, N. W.
Atlanta, Georgia 30303

Dear Emory:

Thanks for giving Dudley Horner's request such thoughtful and comprehensive attention. I'm especially appreciative since the Race Relations Institute is under the pressure of a Government investigation (partly because it receives some Ford Foundation money!) and needs all the friends it can find. Ford Foundation dependencies of the world, unite!

All the best.

Sincerely,

Harold

Harold C. Fleming
President

HCF:EMA

Board of Directors

HAROLD C. FLEMING, *President*
PHILIP G. HAMMER, *Vice President*
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ELEANOR M. AMBROSE, *Administrative Assistant*

INSTITUTE FOR RESEARCH ON POVERTY

REPRINT SERIES

FEDERAL-STATE INTERESTS IN WELFARE ADMINISTRATION

Joel F. Handler

Reprint 92

INSTITUTE FOR RESEARCH ON POVERTY

REPRINT SERIES

LEGISLATIVE, ADMINISTRATIVE, AND JUDICIAL CHANGES IN THE AFDC PROGRAM, 1967-71

Irene Lurie

Reprint 93

INSTITUTE FOR RESEARCH ON POVERTY

REPRINT SERIES

VARIATIONS IN NEGATIVE TAX RATES IN CURRENT PUBLIC ASSISTANCE PROGRAMS: AN EXAMPLE OF ADMINISTRATIVE DISCRETION

W. Joseph Heffernan, Jr.

Reprint 94

August 12, 1970

Mrs. Florence Robbins
American Civil Liberties Union
1424-16 Street, N.W.
Washington, D.C. 20036

Dear Florence:

Enclosed is the latest version of "Know Your Rights." I thought possibly you had not seen it. Since you were so closely identified with it (which is to say the mother), I thought I would send it on.

Best personal wishes.

Sincerely,

Emory F. Via, Director
Resources and Development

EFV/gms

Enclosure

February 9, 1971

Mr. Larry Rogin
AFSCME
1155 Fifteenth Street, N.W.
Washington, D.C. 20005

Dear Larry:

The address you were after is Randolph T. Blackwell, Director, Southern Rural Action Program, 220 Sunset Avenue, N.W., Atlanta 30314. The telephone number is 523-4891, Area Code 404.

I trust this helps. Good to have talked with you.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
FRANK SMITH, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

November 17, 1971

Messrs. Bayard Rustin and Donald Slaiman
Joint Apperenticeship Program
Institute of the Joint Apprenticeship Program
162 Fifth Avenue
New York, New York 10010

Dear Bayard and Don:

I would like to be counted in on the continuation of the Journeyman Feasibility Study. Unfortunately, I will be unable to make the meeting at Bal Harbor on November 21. Please accept my regrets for that and keep me informed regarding further activities.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gs

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
FRANK SMITH, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

March 14, 1972

Mr. T. L. Robinson
20 Wilder Street
Dorchester, Massachusetts 02121

Dear Mr. Robinson:

In regards to your request about the situation of blacks in rural Mississippi, Alabama, and Georgia: If you are in Atlanta, you are welcome to make use of our news clip files, our library, and pamphlet collections. You will find a variety of materials related to your interests.

I would suggest that articles and papers by F. Ray Marshal relating to southern rural development might be of special interest. You should be familiar with the U. S. Labor Department, Manpower Administration's publication Rural Manpower Developments. Are you familiar with the "Social and Economic Status of Negroes in the United States, 1970." It is published jointly by the Bureau of Census and the Bureau of Labor Statistics. Of course, a good deal of data are now coming in from the Census itself. Of course, our own publications New South and South Today have articles from time to time pertinent to your inquiry.

I trust these suggestions will be of some use to you and if you come to Atlanta, please feel free to make use of our resources.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

March 14, 1972

Southern Regional Council
Research Department
5 Forsyth Street
Atlanta, Georgia 30303

MAR 14 1972

Dear Sir:

I am presently researching the socio-economic conditions of rural Blacks in Mississippi, Alabama and Georgia. The project will attempt to focus on the persistent problems of bad housing, joblessness, public assistance and poor nutrition that confront the daily lives of rural families in general, and sharecroppers, tenant farmers and migrant workers in particular.

The primary aim is focus on the unchanged situation of Blacks, despite the tremendous gains made by the Civil Rights movement and other forces engaged in the fight against these deplorable conditions. My secondary aim is to document the present situation for the purpose of publication. (Note: As a former civil rights worker and presently a free-lance photographer, I have a very deep interest and feeling about social problems.)

My intention is to travel throughout the southern states this summer and document these events, and equally spend some time with families that are effective by those adverse conditions.

Sirs; hopefully your organization will furnish me with documentation of conditions and events of rural familiesin Mississippi, Alabama and Georgia.

Respectfully yours,

T. L. Robinson

T. L. Robinson
NFLPA

p.s. Address all correspondence/materials to

T. L. Robinson
20 Wilder Street
Dorchester, Massachusetts
02121

TLR/cc

May 31, 1972

Mr. Stan Rosen
404 Sandburg Street
Park Forest, Illinois 60466

Dear Stan:

Good to talk to you by phone. Enclosed is a brief statement which can be used in support of my candidacy as a Regional Board Member to AFT 189.

Also enclosed is a copy of the resumé of Carol Tyler who is the young woman I mentioned to you over the phone.

Let me know when you are coming to Atlanta.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms
Encl.

Emory F. Via
Regional Board Member, Southern

The extension of labor education in the South should be a major concern of the local and of all labor educators. Unions and universities should be urged to engage in new programs while continuing extremely valuable programs developed over past years. It is my intention to continue to encourage the development of labor education in the region.

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
GEORGE H. ESSER, EXECUTIVE DIRECTOR

Southern F Inc.
52 FAIRLIE STREET, N. W. 30303

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

November 14, 1972

Mr. David Rock
Attorney-at-Law
Suite 2709
First National Bank Building
Atlanta, Georgia 30303

Dear David:

Attached are the materials related to McCaysville Industries. This is the group of women in North Georgia I talked with you briefly about who are seeking foundation money to assist with training and/or technical assistance in their efforts to develop a small garment industry.

It is envisioned that the funds would come through The Appalachian Development Fund, Inc. (see attachment V).

The question is: Is there any legal ban to a foundation making such a grant. Harry Bowie, our Associate Director, based on experience with similar undertakings in Mississippi feels that it can be done. The small foundations making up the Joint Foundation Support group would like an informed attorney's opinion and had asked us to see it through at this end. So to you. However, if you feel that this matter for some reason will take considerable time, please be in touch with Harry Bowie or me.

Thanks.

Sincerely,

Emory F. Via

EFV/gms
Encl.

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
GEORGE H. ESSER, JR., EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303
522-5764

April 23, 1973

Mrs. Naomi Henderson
RMC Research Corporation
7910 Woodmont Avenue
Suite 1300
Bethesda, Maryland 20014

Dear Mrs. Henderson:

We would be pleased to cooperate with RMC Research Corporation if they undertake a serious investigation of what elements make school desegregation work.

We should be able to provide consultative assistance for a reasonable number of days to your research and field people. We can advise you later which persons on our staff would be available and most appropriate for a given consultation. We would draw from the following: Harry Bowie, Associate Director; Leon Hall, School Desegregation Project; John Egerton, Consultant to Education Task Force; Emory Via, Coordinator, Education Task Force.

I look forward to hearing from you in the near future.

Sincerely yours,

Emory F. Via (gms)

Emory F. Via

EFV/gms
Encls.

The RMC Systems Group
A Division of RMC Research Corporation

Please Return to EV

File RMC

April 24, 1973

Mr. Emory Via
Southern Regional Council, Inc.
52 Fairlie Street, N.W.
Atlanta, Georgia 30303

Dear Mr. Via:

I enjoyed our telephone conversation of April 23, 1973 and am pleased that you will be able to provide staff to serve as consultants in the event we win a contract with the U.S. Office of Education to conduct a Study of the Identification of Exemplary Desegregated Schools and Evaluation of the Determinants of Success.

Enclosed is an information packet about RMC Research Corporation which describes our organization and gives examples of some work we have completed. I'm looking forward to receiving information about SRC, Inc. and working with you in the near future.

Sincerely,

Naomi H. Henderson

Naomi H. Henderson
Senior Research Analyst

NHH:bd

Enclosure

Received 4/27/73

7910 Woodmont Avenue, Bethesda, Maryland 20014 • Telephone: (301) 656-2702
A Resource Management Corporation Subsidiary

GE
LH
~~HB~~
Please return to EV

RESEARCH IN EDUCATION AT RMC RESEARCH CORPORATION

Educational policy today is in flux at all levels: federal, state, local, and in the classroom itself. Policy-makers, administrators, and teachers are concerned about the effectiveness of programs, the nature and quality of information on the system as a whole, and the financial and political interdependencies among the various interlocking pieces that make up the system by which this country educates its citizens.

RMC has been making significant contributions in these areas since 1968, when it undertook the first comprehensive evaluation of the Teacher Corps. Since then, the Education Division at RMC has conducted a score of educational projects for federal, state, and local agencies, ranging from a broad national study of school desegregation, to a highly specific cost effectiveness analysis of alternative compensatory reading programs. In the process of meeting these responsibilities, the Education Division has drawn together a multi-disciplined team with broad-ranging skills needed to operate effectively in support of the educational policy-maker.

Basically, the work of the Education Division relates to several specific critical areas: program evaluation and analysis, the assessment and design of information systems, and the design of analytic and monitoring tools to permit client agencies to perform these functions for themselves. Specific projects in each area are listed below and described in the accompanying booklets.

Program Evaluation and Analysis

Evaluation of the Emergency School Assistance Program
Evaluation of Federal Programs to Increase the Pool of Special Education Teachers
Assessment of Teacher Corps
Evaluating the Teacher Corps through Benefit Cost Analysis
Cost-Effectiveness Evaluation of Alternative Compensatory Reading Programs
Analysis and Presentation of the Consolidated Program Information Report Data
Analysis of Issues in Public School Finance

Assessment and Design of Information Systems

Validation of Data Collected in the 1971 CPIR
Evaluation of ELSEGIS III-B Data
Redesign of the Elementary School Survey
Training Support to the HEGIS Survey
School Budget Presentation, D.C. Public Schools
Planning and Design of a School District Survey

Design of Special Analytic and Monitoring Tools

Cost Factors in Education Research and Development
Fort Lincoln Education Project
RMC School Cost Model
Design of a Process Evaluation System for BEPD
Implementation of a Process Evaluation System
Education Planning for the Model School Division
Baltimore Model Neighborhood Education Project
Anacostia Education Project

These projects have entailed all aspects of education research, including field interviews and mail surveys of students, teachers, and administrators to examine achievement, attitude, and behavior; financial objectives. In addition, our staff has a working and substantive knowledge of federal education programs and guidelines.

To provide these services to the educational community, the Education Division maintains a staff with capabilities in:

Survey Design and Implementation

- Sample Design
- Questionnaire Design
- Field Interviewing on a National Scale
- Data Processing

Conference Management

Educational Information Systems

Analysis and Interpretation of Data

- Research Design
- Statistical Analysis of Survey Data
- Case Studies

Preparation of Final Reports

- Briefings (Publication Plans and Distribution of Results)

Inquiries may be addressed to Mr. Robert H. Crosby, Vice President and Manager, Education Division.

Education

RMC Research Corporation
A Resource Management Corporation Subsidiary

The RMC Systems Group • The Vertex Group

7910 Woodmont Avenue, Bethesda, Maryland 20014 • Telephone: (301) 656-2702

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
GEORGE H. ESSER, JR., EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
52 FAIRLIE STREET, N. W.
ATLANTA, GEORGIA 30303
522-8764

May 18, 1973

Ms. Dot Routh
Leadership Development Program
75 Piedmont Avenue, N.E., Suite 250
Atlanta, Georgia 30303

ATTENTION: Larry Linker; Bob Young

Dear Dot, Larry and Bob:

We have received your study proposal. We think it is interesting and likely to produce useful results.

We are unable to provide funds for the study, but we are certainly willing to be considered as sponsors of the undertaking if this will assist you. We could possibly receive the funds for the project, if this would make it easier for potential donors.

Please feel free to consult us when you think our advice would help and you have our every good wish as you seek to secure the money required.

Thanks for sharing your thinking with us.

Sincerely,

Emory F. Via

EFV/gms

F. to. RMC

FACTS ABOUT The RMC Research Corporation

A Resource Management Corporation Subsidiary

The RMC Systems Group

The Vertex Group

Affiliated with

Puerto Rico Development Group, Inc.

Verve Research Corporation

7910 Woodmont Avenue, Bethesda, Maryland 20014

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
GEORGE H. ESSER, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

July 20, 1972

Mr. Ed. Stanfield
Edgmont,
Arkansas 72044

Dear Ed:

Thanks for sending your manuscript on Vocational Education. I think that it is quite good although not exactly what I had in mind but then we both knew that you were not working on what I had in mind.

First of all, the whole article really divides into two parts. The first part deals with discrimination against students and staff in vocational education. It seems to me that most of the points are well taken and that you have gone, perhaps, as far as you can in this sort of survey to pinpoint what the nature of such discrimination is and how extensive. The second part of the paper deals broadly with more general problems in vocational education. It is this aspect which, at some later date, I would like to see explored even further. I have no difficulty in seeing both problems treated in the same discourse. It is possible that the discrimination problems could be an even greater springboard for discussing the general problems of vocational education. To some degree how such a

piece is written depends on what the intended audience(s) is thought to be.

Now for some specifics; largely nit-picking:

Page 2 - Line 6 --Where you say "non-whites (a significant designation)" and through the rest of that paragraph it seems to me that you have reached for more than you are really stating for a lay reader. It is good to emphasize the two aspects of a white middle-class norm. Perhaps simply dropping the last sentence or phrasing it differently would help.

Page 8 - Line 17 --Where you say, "their biological distance from the 'ideal'" is, I think though a neat way to make the observation; likely to be subject to mis-interpretation in terms of the writer's intent.

Page 14 - Line 5 --Instead of "while each daily newspaper" I would say simply "while daily newspapers..."

Page 17 - Line 1 --OK, so Webster says that "staunch" can be used that way. My petty suggestion is that you use the preferred spelling of "stanch" since the other spelling has other meanings or better yet try "stem". You see, the trouble is I had to look it up.

Page 3 - Line 3 --From the bottom, numbers.

Page 18 - Line 5 --(What's wrong with lines 5?") I am not sure that I would let the area schools off by saying that they "cannot offer". They could have provided for remedial programs if they are indicated.

Page 18 - Line 9 --This may be a larger point than you are making of it: Whether a state will train its own young people

for export. This, of course, is a human resource development approach from the point of view of the individual (and nation). A small expansion here to suggest on the one hand that this is a radical proposal and on the other that there is never an even match between available job skills and job openings and that having a reserve of persons who either have skills or can quickly acquire them could be an inducement to industry.

Page 21 - Line 5 --I am not sure which public attitude you are referring to. Is it the attitude of wanting vocational education to transmit and exemplify middle-class norms, or rather is it the public's tendency to see vocational education as a dumping ground? This latter, of course, is a continuing national problem for those who would like to see vocational education put into a constructive perspective.

Page 22 - Recommendation 1: "Required"; this is my least favorite word in education and especially regarding courses. It is difficult to come up with an alternative where you truly feel that everyone should have the exposure. But I would fear for early-grade vocational exploration, if required, the same fate that has befallen most state history courses--they are lousy. Why not simply abandon "required" and try "exciting," "informative," "Quality." I know you have got better terms tucked away some place.

Page 22 - Recommendation 3: Although I am not opposed to separate vocational training since I am not at this juncture prepared to opt for any single form of instruction, I think there is a great deal of merit in the comprehensive high school approach. It is possible that some cities could only support

one comprehensive school.

Page 22 - Recommendation 6: For the good of the Arkansas Council and most certainly because we have provided support, you must eliminate "the General Assembly should provide". Perhaps you could simply call for a study of the problem of an adequate salary for instructors. But not legislative action.

Page 23 - Recommendation 9: I would either add to this recommendation or make a separate point of providing training for teacher training institutions themselves as well as in such institutions on how to relate more effectively to non middle-class and minority students.

Page 23 - Recommendation 11: State employment services come in for a great deal of criticism, frequently justified. Certainly they have been viewed as bastions of discrimination. However, two points occur to me, one, what is the best system for keeping training, and even screening for training, reasonably related to the current and future job markets. Secondly, the whole problem of testing and screening needs to be reviewed and revised, regardless of who does it.

Page 23 - Recommendation 13: I would not condition this recommendation with your opening phrase "as the level of student ability is increased". It becomes too easy a way to pass the burden back on to the individual student or to what has happened to them in the past. That recommendation reads well with that phrase simply omitted.

I am glad you did the paper and hope that Elijah is pleased as well. Let me know if there are further ways to pursue this topic which might interest you or if you would like for me to suggest some.

Best personal wishes.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
FRANK SMITH, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

A Council that shows the ideals and practice of equal opportunity for all people in the South

August 25, 1971

Mr. Bob Valder, Regional Director
NAACP Legal Defense and Educational Fund, Inc.
216 West Tenth Street
Charlotte, North Carolina 28202

Dear Mr. Valder:

Enclosed are copies of the materials that have been sent to some schools in North Carolina concerning school desegregation. As you scan the materials you will note recommendations for easing some problems related to the newly desegregated school, practical suggestions for principals, superintendents, students, and teachers.

Mr. Via would like for you to recommend from 5 to 10 names of persons or organizations in North Carolina that could probably do some follow-up work for us on the school desegregation packet. Such work would entail receiving the same packet of materials, visiting the high school principals in that area who had also received the packet, and evaluation of the principal's progress. Each contact person will be furnished the name and address of other contact persons in his area if you recommend more than one contact person per area so that they may possibly form some sort of team effort.

You will also find enclosed a copy of the letter being sent to contact persons and a list of some of the schools in various cities in North Carolina that have received the materials. I hope these materials will give you a better idea of what our School Desegregation Project is all about.

We look forward to hearing from you soon. If you should need to contact Mr. Via, he will be back in the office on Friday, August 27.

Thank you very much for your cooperation.

Sincerely,

Gwendolyn M. Sapp, Secretary
RESOURCES DEVELOPMENT CENTER

ENCLOSURES AND ATTACHMENTS

April 25, 1972

Ms. Julia A. Vadala
Special Assistant for External Affairs
Office of the Secretary
HEW
Washington, D.C. 20201

Dear Ms. Vadala:

I have the letter addressed to Paul Anthony from Mr. Kurzman regarding our possible interest in bills before Congress relating to HEW. Many of the areas of HEW responsibility are of great interest to us and wish to be kept informed about legislation pertaining to them. I am sure that you are aware that organizations such as the Council are not permitted to support or oppose legislation. However, where we have the requisite competency, and are requested, we may provide expert testimony on matters being considered legislatively.

The form indicating some of the areas of our interest and particular staff persons dealing with those areas is enclosed.

Mr. Anthony is no longer director of the Council; the incoming director is George Esser. Also please note change of address.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms
Encl.

DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

MAJOR PENDING LEGISLATION 1972

	Organization Contact Person(s)
HEALTH	
National Health Insurance	Robert Anderson
Health Maintenance Organizations	
Consumer Product Safety Act	
EDUCATION	
Higher Education/Emergency School Assistance/ National Institute of Education/National Foundation for Higher Education (pending in conference)	Leon Hall, Emory Via
Education Special Revenue Sharing	
Equal Educational Opportunity Act	
WELFARE AND SOCIAL SERVICES	
H.R. 1	Emory Via, Clarence Wright
Older Americans Act Amendments	James N. Wood
Vocational Rehabilitation Amendments	
Juvenile Delinquency Act Amendments (to be introduced soon)	
OTHER	
Department of Human Resources (Executive Reorganization)	
Allied Services Act (to be introduced soon)	

Organization Name and Address

Southern Regional Council, Inc.

52 Fairlie Street, N.W.

Atlanta, Georgia 30303

Please return form by April 24 to

Julia A. Vadala
Special Assistant for External Affairs
Office of the Secretary
Department of Health, Education, and Welfare
Washington, D. C. 20201

October 20, 1969

Mr. James E. Youngdahl
711 West Third Street
Little Rock, Arkansas 72201

Dear Jim:

Thanks for the brief. It was very helpful.

Sincerely,

Emory F. Via
Director
Labor Program

EFV/km

McMATH, LEATHERMAN, WOODS & YOUNGDAHL
ATTORNEYS-AT-LAW
711 WEST THIRD STREET
LITTLE ROCK, ARKANSAS 72201

SIDNEY S. McMATH
LELAND F. LEATHERMAN
HENRY WOODS
JAMES E. YOUNGDAHL
JOHN P. SIZEMORE
SILAS H. BREWER, JR.

AREA CODE 501
FRANKLIN 6-3021

October 9, 1969

Mr. Emory Via
Southern Regional Council
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Emory:

I enclose a copy of my brief in Jolly v. Gorman, a case which involves the Laurel, Mississippi situation we have talked about.

Sincerely,

James E. Youngdahl

JEY:ghw
Enc.

opeiu105aflcio

Mr. Holgate Young

Memo: letter of 2/12/1970

Hoagy:

An addendum since writing this letter, I have found through error in our mechanics your staff people were billed for New South separately at $3.00.

I am, indeed, very sorry for this slip. We will monitor all returns and if you are agreeable to continue the publication subscription service we will simply deduct any $3.00 payments made to us from your bill.

If some other adjustment seems better to you, please say so.

March 10, 1970

Mr. James E. Youngdahl
711 West Third Street
Little Rock, Arkansas 72201

Dear Jim:

I am sorry that our visit was so short, but it was good to see you yesterday in Little Rock. I feel certain that I will be back in touch with you about our proposed program for next month.

I am especially sorry that there was not time to give you a fuller answer to your question about personnel problems, but there will be an opportunity to discuss this before too long. I think that it is not unimportant to remember that there is a staff adopted grievance proceedure which could have been utilized but was not.

Best personal wishes.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/km

McMATH, LEATHERMAN, WOODS & YOUNGDAHL
ATTORNEYS-AT-LAW
711 WEST THIRD STREET
LITTLE ROCK, ARKANSAS 72201

SIDNEY S. McMATH
LELAND F. LEATHERMAN
HENRY WOODS
JAMES E. YOUNGDAHL
JOHN P. SIZEMORE
SILAS H. BREWER, JR.
JOHN F. FORSTER, JR.
ROBERT L. UHLIG

AREA CODE 501
FRANKLIN 6-3021

June 16, 1970

Mr. Emery Via
Southern Regional Council
5 Forsythe Street, N.W.
Atlanta, Georgia 30303

Dear Emery:

I return herewith the IRRA Proceedings which you lent me last week. It was helpful and so, especially were your suggestions. Thank you.

Sincerely,

James E. Youngdahl

JEY:jc
Enclosure

opeiu105aflcio

October 9, 1968

Mr. John E. Zuidema, Executive Director
Charlotte Area Fund, Inc.
314 West Trade Street
Charlotte, North Carolina 28202

Dear John:

Thanks for sending me your personal data sheet and alerting me to your changed situation. I have passed the information around the office.

filed Bibliographies

I have just returned to the Council after a year back at the University of Wisconsin.

Best wishes in your new endeavors.

Sincerely,

Emory F. Via, Director
Labor Education Project

EFV/km

December 7, 1970

Mr. Jerome M. Ziegler,
Vice-President
State University of New York
College at Old Westbury
Oyster Bay, New York 11771

Dear Jerry:

Thanks for sending me the materials on the Cooperative College Centers Program.

If you would send me five sets of the materials, I would like to send them to persons interested in education in the South.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

STATE UNIVERSITY OF NEW YORK
COLLEGE AT OLD WESTBURY
Planting Fields Campus
Oyster Bay, New York 11771

DEC 22 REC'D

File

November 24, 1970

(516) WA. 2-6000

Dear Emory,

I thought you would be interested in receiving this rather large packet of materials describing the program of the Cooperative College Centers on Long Island now in its second year. The program is administered by the State University of New York at Stony Brook. The outline of courses and bibliography comes from one unit, Roosevelt, but is typical of all four units. I should be very pleased to receive any comments, criticisms and suggestions you would care to make.

Sincerely,

Jerome M. Ziegler

Jerome M. Ziegler
Vice President

JMZ:mf

EPV Staff Memos

November 3, 1965

MEMORANDUM

TO: SRC Staff

FROM: Emory Via

- : -

We are now subscribing, through the labor program, to "Fair Employment Practices," which is a part of BNA's (Bureau of National Affairs) Labor Policy and Practice service. The service is a well-indexed resource to laws, regulations, union and company policies are practices, court rulings in the employment area. The service is added to and updated every two weeks. There is also a regular bi-weekly "Summary of Latest Developments."

Although the service (a very thick ring binder) will be housed in my office, you should feel free to make use of it. Since I will be needing it regularly, however, please let me know if you need to actually remove it from my office. Perhaps those of you who think you might need to use it and who are not familiar with BNA services would like to take a look at it soon so that you will know what it offers.

EV:js

MEMORANDUM

TO: Vernon Jordan
Al Ulmer
Paul Anthony
Sam Adams
Ed. Lewis
Al Kehrer

FROM: Emory Via

DATE: February 21, 1966

The U. S. Department of Labor on the regional level is planning a conference to which a variety of persons will be invited; purpose of conference is two-fold: (1) let people know what services and programs are available from Labor Department; (2) to solicit help and discuss problem of how Labor Department programs can more effectively reach "the folks". This latter is especially true in terms of the disadvantaged (with special emphasis on such Negroes).

What is wanted from you:

1. A list of the regional organizations that might profit from such a meeting or who could serve as useful critics or consultants; give names of individuals where you know of special interest.

2. A list of local or state people in the Atlanta area who might profit from such an exposure or make a contribution. In most cases we would want people identified with some organization but we should be sure to include less formal and smaller groups if they are effective in reaching people in their own bailiwicks.

This regional office is mainly concerned with the states of South Carolina, Georgia, Florida, Alabama, and Mississippi.

COULD I HAVE YOUR SUGGESTIONS WITHIN THE NEXT FEW DAYS. HOPEFULLY BEFORE WEDNESDAY, FEBRUARY 23. I thank you.

Background Information:

The regional offices have a committee to focus on these problems. It has been collecting itself together for some time and recently has persuaded enough programs that something was needed (along with national pressure) that they are now able to move in a way that includes all of their programs.

At the conference their staff should focus on how their programs might be of benefit to the disadvantaged. For instance the various programs dealing with training will want to say what opportunities are available as well as to explore the difficulties they have had with recruitment. But a program such as Wage Hour Administration might well talk about minimum wage enforcement, and the Bureau of Labor Statistics might explain the relevance of its information collecting activities.

MEMORANDUM

February 22, 1966

TO: Sam Adams

FROM: Emory Via

RE: Your memo "Staff Survey of Periodical Reading" of January 25

I saw the reading file copy of your memorandum. I receive the following periodicals at home and will permit copies to be made or tear sheets if they do not destroy the periodical.

The Harvard Law Review

Industrial Relations Research Association, Proceedings (twice a year)

Supreme Court Reporter - Lawyers Cooperative

American Political Science Review

Reporter Magazine

Christian Century

Congressional Quarterly Weekly Reports

Race Relations Law Reporter

Look

New Yorker

Saturday Review

Could I see the complete list when the memorandum comes back to you?

MEMORANDUM

TO: Paul Anthony
Bob Anderson
Sam Adams

FROM: Emory Via

DATE: March 9, 1966

Is it true we get a better press ride in the state and region on politically related reports (voting, office holders, etc.)?

How does our success within the region compare with the report by Dan Bell in the recent issue of Public Interest?

MEMORANDUM

9 March 1966

TO: Paul Anthony

FROM: Emory Via

I would be interested in any communique from Dwight Ferguson and contribution to SRC since he was my guest the day of his visit.

File

Discussed with Bob not circulated

MEMORANDUM

TO: Bob Anderson

FROM: Emory Via

DATE: March 9, 1966

Bob: About the New South promotional flyer, a few candid remarks between us:

1. I never know how effective such a piece is -- I have some doubts, but of course somewhat similar things are widely done.

2. As these things go, this is an excellent one. Its overall tone I like.

But 3. I find the reference to New Republic, Nation, and Progressive not to my taste on two counts:
   a. I think frequently we are more solid, more careful, more factual than those three magazines;
   b. though most of us are of the general liberal persuasion represented by those magazines, we seek an audience, on our merits, much wider than those holding such views.

I say all this, holding the three magazines in high regard, and the folder, and you.

MEMORANDUM

TO: ED LEWIS

FROM: EMORY VIA

Joan Browning and I will be out of the office Wednesday, March 23, attending a regional Labor Department Conference at the Progressive Club.

cc: Mrs. Knox

MEMORANDUM

TO: Paul Anthony
Sam Adams
Vernon Jordan
Ed Stanfield
Al Ulmer

FROM: Emory Via

The current (3/18/66) issue of Congressional Quarterly Weekly Reports has two articles that may be of special interest.

1. "Project Head Start"
2. "School Aid Cuts" (a la LBJ)

MEMORANDUM

TO: PA

FROM: EV

DATE: April 15, 1966

Three of us: Connie Curry, Al Kehrer, Emory Via were discussing matters related to the school guidelines. Several thoughts occurred to us regarding creating support for the Office of Education at least in its original guildline position.

What has been done thus far to get Southern church bodies to take public stands especially the Methodists and United Presbyterian Social action programs in the South?

Secondly, couldn't we or some other agency take the statement by Emory University professors and distribute to selected academics in other schools with a statement from us regarding the importance of such public examples at this time as a way of getting other faculty members to take a stand.

Third, we thought it would be inevitable but a good idea for this matter to come before the Inter Agency meeting.

4. Al and I think we can get the Southern Advisory Committee to the AFL-CIO Civil Rights Department to issue at least a "middle-ground" statement.

Perhaps a further tactic might be to reissue our own statement released following the confrontation in Mississipp.

Do you need any thing else to do?

MEMORANDUM

TO: BOB ANDERSON

FROM: EMORY VIA

DATE: APRIL 19, 1966

Over the week end I heard a legislative report from Virginia. If it's not too late it could be that some of these items might be worked into the state round-up. Briefly the report gave this account of the legislative session:

1. passed a sales tax of 4%;
2. provided for the development of 14 community colleges;
3. provided for the development of 36 state parks;
4. faced up to modern living with an air pollution control bill;
5. improved workmen's compensation and unemployment compensation -- the best improvements thus far for Virginia, but still pretty sorry coverage in general;
6. passed legislation allowing localities to float bond issues for the support of plant construction;
7. passed enabling legislation to provide work-training programs for people on welfare.

The community colleges bill is certainly a large step forward in the process of providing for adequate educational services. The attempt is to put everyone within commuting distance of at least two years of college education. It would seem to me that both that bill and the state parks bill would indicate that the problems of race are no longer going to stop the improvement and expansion of public facilities in Virginia.

So you have it, for what it's worth.

MEMORANDUM

TO: PAUL ANTHONY

FROM: EMORY VIA

DATE: April 19, 1966

Young Hollis Price will be in town April 27th to be interviewed by Vivian Henderson for an economics teaching position at Clark. Arrangements will need to be made for us to see him also.

I will be in touch with Michael Piore at Harvard and let you know when he can come in.

MEMORANDUM

TO: RESEARCH DEPARTMENT

FROM: EMORY VIA

DATE: APRIL 27, 1966

I have the following SRC books in my office:

Colberg, Marshall R., Human Capital in Southern Development, 1939-1963. University of North Carolina Press, 1965.

Ford, Thomas R., Ed. The Southern Appalachian Region: A Survey. University of Kentucky Press, 1962.

Greenhut, Melvin L. and W. Tate Whitman, eds. Essays in Soxuthern Economic Development. University of North Carolina Press, 1964.

Hiestand, Dale L. Economic Growth and Employment Opportunities for Minorities. Columbia University Press, 1964.

McKay, Robert B. Reapportionment. The Twentieth Century Fund. 1965. (pardon: complete title: Reapportionment: The Law and Politics of Equal Representation)

Northrup, Herbert R. and Richard L. Rowan, eds. The Negro and Employment Opportunity. University of Michigan Press, 1965.

I also have the following books from Paul Anthony's office:

Leiserson, Avery. The American South in the 1960's. Praeger Paperbacks, 1964.

Nicholls, William H. Southern Tradition and Regional Progress. University of North Carolina Press, 1960.

If anybody wants any of these, just yell.

MEMORANDUM

TO: PAUL ANTHONY

FROM: EMORY VIA

DATE: APRIL 28, 1966

Paul, I would like to express your regrets at not being able to attend AFSC meet at Frogmore.

Should I say more than "an impossible schedule conflict, and you would ~~like~~ have liked to have joined them"?

MEMORANDUM

TO: PAUL ANTHONY

FROM: EMORY VIA

DATE: MAY 6, 1966

Dr. Anna Smith, Professor of Sociology at Agnes Scott College called to see if kSRC could supply a speaker to her seminar on Southern R^E^gional Sociology. The latter part of Dr. Smith's seminar deals with social planning for the South and she would like someone from the Council to talk about what the Council does and our view of the South with some accent on problems of education. She says that she has thus far been using a kind of Odum approach with the seminar.

The seminar is composed of about fifteen juniors and seniors. It meets Monday through Friday from 11 - 12. She would like to have about an half hour presentation and allow a further half hour for questions and discussion.

The call from Dr. Smith came in during your absence from the office on Wednesday afternoon. Would you have someone call her as to who might be available between now and the end of the month. She would greatly prefer to have someone in the next week or ten days. Almost any of the mornings would be available for such a presentation. She can be reached at 373-2571 x. 321 on Monday, Wednesday, and Fridays between 2 and 4:30.

Dr. Smith has been displaying SRC materials. She is much taken with current NEW SOUTH and would like copies to distribute to her class. I think it a good move with some note explaining complimentary copy and invitation to subscribe.

MEMORANDUM

TO: RUTH ALEXANDER

FROM: EMORY VIA

DATE: 9 MAY 1966

Ruth: Will it be possible for me to get a statement of expenditures charged against the Labor Program sometime soon: Take a convenient cut-off date for your books; however, if it could be a report up to the first of May this would be great from my point of view.

What I need to know are the following:

1. The total budget allotment for the Labor Program.

2. The categories of expenditures which you are using.

3. The amount expended under each category.

4. Income ~~fxpx~~ from Labor Program activities including reimbursed expenditures.

I thank you very mucho.

MEMORANDUM

TO: PA

FROM: EV

DATE: 28 MAY 1966

Would it be useful for us or someone with our help to put out a release on the seventeen senators protesting the office of education guidelines which would attempt to do several things:

1. give due credit if any due for the right to right to dissent even by senators;
2. establish a civil rights record for each of the men involved, including obvious poor insight, questionable behaviour for men in their office, and their specific and general recalcitrance in whatever phases od desegregation and civil rights they have expressed in any private interest;
3. lend support to the guidelines in general and insofar as we can specifically to the behaviour of Commissioner Howe II and Mr. Kruger. I have not followed the developments regarding Kruger closely but it seems to me that he has been much malignedin a situation where he is personally acquitted himself, in all reports I have heard, in an admirable way.

Maybe the gloves could be off a little bit to explain the kind of treatment that he and others have received at the hands of some of the superintendents in the South -- not to mention politicians.

MEMO

TO: BOB ANDERSON

ED LEWIS

FROM: EMORY VIA

27 MAY 1966

I would like to have a minimum of 200 copies of Spring NEW SOUTH for Labor Program distribution.

In some cases I will be"giving" a subscription
w
which will be paid for by Labor Program.

MEMORANDUM

TO: AL ULMER
PAUL ANTHONY
GLENDA BARTLEY
FROM: EMORY VIA
DATE: JUNE 9, 1966

Could you give me names of good reseurce people on the problems of teaching teachers who will be involved in a variety of poverty program teaching situations? I would guess that such programs range from headstart to training programs. Similarly if you know of any studies or reports or related experiences this would be most useful.

I am looking for information for a program launched at the University of Wisconsin in its Extension Division.

MEMORANDUM

TO: PAT WATTERS

FROM: EMORY VIA

DATE: JUNE 13, 1966

Attached is a list of union organizations which you may want to include in the proposed survey of organizations in terms of who reaches the white South. Let me say at the outset that I think it is very important for me to know what finally will be sent to them prior to its going out. It could be that we would amend the list in some way.

I am not clear as to what you intend as to what representatiseness of sample is concerned and the attached list to some degree includes the organizations which I think most likely will have something positive to report.

I have made a few suggestions to Tony Whitfield regarding the questionnaire. I think it important that you and several others take a close look at it before it goes out. One further step which I failed to mention to him which I think is quite useful is to give the questionnaire a pre-test. This could be done simply by selecting someone here in Atlanta or several people who have the kind of organizational identification that you're looking for and have them try the questionnaire out. This can frequently uncover many problems related to clarity as far as the phrasing of a question or meaning of a particular word of the intent of the questionnaire.

This all looks kind of interesting to me but I am not sure that I really know what it is you're after at this point.

SELECTED LABOR ORGANIZATIONS IN THE SOUTH

Barney Weeks, President
Alabama Labor Council, AFL-CIO
604 Lyric Bldg.
Birmingham 35203

J. Bill Becker, Pres.
Arkansas State AFL-CIO
1408 Rebsamen Park Road
Little Rock 72202

Charlie Harris, Pres.
Florida AFL-CIO
P. O. Box 537
Allapattah Station
Miami

W. H. Montague, Sr., Pres.
Georgia State AFL-CIO
15 Peachtree Street, N.E.
Atlanta 30303

Henry Seibert, Pres.
Kentucky State AFL-CIO
425 E. 4th Street
Cincinnati, Ohio

Victor Bussie, Pres.
Louisiana AFL-CIO
429 Government Street
Baton Rouge 70801

Claude Ramsay, Pres.
Mississippi AFL-CIO
133 South Lamar Street
Jackson 39201

W. M. Barbee, Pres.
North Carolina State AFL-CIO
P. O. Box 10805
Raleigh

Sinway Young, Pres.
South Carolina Labor Council,
AFL-CIO
P. O. Box 1411
Columbia 29201

H. S. Brown, Pres.
Texas State AFL-CIO
308 W. 11th Street
Box M.M.
Capitol Station
Austin 78711

Harold B. Boyd, Pres.
Virginia State AFL-CIO
102 N. Belvidere Street
Richmond 23220

Education Department;
Civil Rights Department;
Research Department;
AFL-CIO
815 16th Street, N.W.
Washington, D. C. 20006

Gus Tyler
Education Director
I.L.G.W.U., AFL-CIO
1710 Broadway
New York 10019

Carroll Hutton
Education Director
United Auto Workers , AFL-CIO
8000 East Jefferson Ave.
Detroit, Michigan

Emery Bacon
Education Director
United Steelworkers of
America, AFL-CIO
1500 Commonwealth Bldg.
Pittsburgh, Pa.

Alex Bail
Research and Education Dir.
Retail, Wholesale and
Department Store Union
AFL-CIO
132 West 43nd Street
New York 10036

William L. Abbott
Education Director
United Rubber Workers
87 South High Street
Akron, Ohio

Education Director
AmalgamatedClothing Workers
of America, AFL-CIO
15 Union Square
New York 10003

MEMO: PW

VINE CITY

Attached is a list of union organizations which you may want to include in the proposed csurvey of organizations in terms of who reaches the white South. Let me say at the outset that I think it is very important for me to know what finally will be sent to them prior to its going out. It could be that we would amend the list in some way. P I am not clear as to what you intend as to what representativeness of sample is concerned and the attached list to some degree includes the organizations which I think most likely will have something positive to report. P I have made a few suggestions to Tony Whitfield regarding the questionnarre. I think it important that you and several others take a close look at it before it goes out. One further step which I failed to mention to him which I think is quite useful is to give the questionnaire a pre-test. This could be done simply by selecting someone here in Atlanta or severalpepple who have the kind of organizational identification that you're interested in and have them try the questionnaire out. This can frequently uncover meny problems related to clarity as far as the phrasing of a question or meaning of a particular word of the intent of the questionnaire. P This all looks kind of interesting to me but I am not sure that I really know what it is you're after at this point.

Pres and address: S. State labor bodies; Educ. depts., cr. dept., res. dept. of natl aflctio; nat. union ed. depts of:

22222

unions: ILGWU, UAW, Steelworkers, Rubber workers, Amalgat. Clothing W , ; Dt. or regl. offices: ILGWU, UAW, Steel. Packinghouse, ~~RDWSU~~, Machinist, CWA, Rubber, International Chemical W.

attach these comments to file copy, not to be sent to Pat.

~~A number of questions need to be divided for precision and~~ clarity. We shouldhave cleazly in mind clearly what is intended in terms of representativeness of the sample and what kinds of generalizations we hope to be able to make from it. Questions need to be phrased so that they do not put organizational representatives on the defensive. There needs to be the kind of introductory statement that will really motivate the organizations to respond. More thought should be given to what range of groups should be included. Also have we focused on just what it is we mean by the "white South". For instance, are we especially interestdd in who is talking to organizational leaders or opinion makers or to any white group or' would we have special interest in knowing what educational or income levesl the various groups we are talking to? The questionnare probably should be mailed with as close to a personal letter to seeking to motivate filling it out as possible. This mailing should be followed by one and probably three reminder notices. The first one should be sent out immediately after the deadline given in the original letter. The second or third notice might include an offer to supply a further questionnaire in the event that the original one had been lost. And it mi ht be advisable in the last reminder notice to include a return postcard which phrased in some inoffensive way the question of whether or not we could expect a return, for example the statement could be read providing check marks "I will return the questionnaire or a second choice "I do not feel that our organization should respond to this questionnaire at this time".

MEMO

TO: BOB ANDERSON
FROM: EMORY VIA

DATE: 15 JUNE 1966

Bob, did we ever find out what the cost and trouble would be in getting reprints from the NEW SOUTH?

EV

MEMO

TO: AL ULMER
FROM: EMORY VIA
DATE: 15 JUNE 1966

I take it from your letter to Calvin Kytle that he sent you a copy of Floyd Hunter's book on the power structure in Atlanta. If the key was included I wonder if you could loan both of them to me sometime.

Thanks.

Yes to the latter
I had the book

MEMO

TO: PAUL ANTHONY
FROM: EMORY VIA
DATE: JUNE 15, 1966

RE: POST OFFICE DEPARTMENT CONFERENCES

What I did not say about Hollis Bach's program with the Post Office Department to help train their people about the ins and outs of fairness in employment and about minority group problems is that there is a good likelyhood that the program will need outside support. By this I mean moral support, not financial.

Because of the kind of indepent operation that the Post Office is and because of its various ties to elected leadership there is always some uncertainty about how steadfast a new program will be. It is even possible that some of the participants in Bach's programs might on their own initiative write critically to congressmen about the effort.

My own feeling is that even though the training programs were only two days long they were serious and worthwhile. A number of the participants expressed on the side that they thought the exposure and interchange was useful.

I go this far into detail because I think support from us -- even informally in conversations with others -- would be both welcome and useful. Enough said.

File E.V

MEMO

TO: AL ULMER

FROM: EMORY VIA

DATE: JUNE 15, 1966

Tentatively we have set a meeting for Tuesday, June 21st, at 10:30 a.m. here at the Council Conference room between E. Via, Al Kehrer, and John Ryman. It's possible Ryman will bring someone else from Vine City with him.

The purpose of the meeting would be to discuss the possibility of some sort of training program for the youth in Vine City, especially as it related to potential union interest.

Although I am not hopeful that we can actually get a program launched under union auspice -- this is especially true if what's envisioned is an apprenticeship training program, since these really require very substantial long-run employer committment -- but I do think this offers a good opportunity for Al and me to consider an approach especially to the building trades in this area to try to get them involved more constructively in these kinds of problems. Hopefully, it might even be possible to get the kind of training program that will do some good.

I sure hope that you will be able to make it and bring your own good insights plus any information you have about similar programs. If you cannot make it will you not only let me know but suggest who else out of the Vine City community or related to work there should be involved in such a preliminary discussion.

Yes

MEMO

15 JUNE 1966

TO: ED STANFIELD
FROM: EMORY VIA

Ed, could we have an updated list of staff and presidents of state councils on human relations and, if available, a list of the cities with local councils on human relations and key contact persons for those locals. Thanks.

MEMO

TO: ED LEWIS
PAUL ANTHONY

FROM: JOAN BROWNING

DATE: 16 JUNE 1966

Paul, Ed suggested that I formalize this request so here it is.

I spend several hours each week writing letters with carbons requesting books, pamphlets, articles, etc. Several other secretaries in the office would seem, from the reading files, to do the same.

Most of the items I place orders for are either downright free or next to it -- costing from as little as 10¢.

It would really be a time-saver for me, and perhaps others in the office, if we had some form of purchase order. Printed purchase orders with carbons would be heavenly, but plain old mimeographed ones would beat the present system. Is it possible?

While I'm memoing, Ed, Ruth A. tells me that occasionally (not often, but occasionally) the Labor Program and the Research Department and the Community Organizing or whatever it is Program duplicate orders for books. Is there any way to centralize or at least coordinate purchasing of books?

If the decision on either of these is positive, I'll be delighted to do anything you need done to facilitate ordering.

June 17, 1966

M E M O R A N D U M

TO: Al Ulmer

FROM: Emory Via

Are you familiar with Congressman Paul Fino's Bill regarding slum landlords? Evidently he would deprive them of capital gains tax benefits under some conditions. They would not be allowed to deduct local property taxes paid on property certified as unsafe by local housing authorities. Evidently Fino is a Republican. The UAW says if the LBJ administration wants to do something in this area they should back the Fino bill. So, for what it's worth.

MEMO

TO: PAUL ANTHONY

FROM: EMORY VIA

DATE: JUNE 17, 1966

I have a number of reservations and fly specks regarding the document "Public Policy and Minorities" which will be discussed today. I have turned over my copy with a number of marginal notes to Sam for his consideration. Unfortunately he will not have had much opportunity to look at them. Let me state at the beginning that I've had to stifle a strong negative reaction -- not to what the project proposes to do but to the way it is presented. In trying to analyse my reactions I finally concluded that the author writes so much like I write that I can't abide some real difficulties in attempting to communicate to others.

Let me list a few points here and more specific observations will to come from my marginal notes if they are of interest.

1. As noted above, I think the style of writing, wordiness, length of sentences, and frequently the choice of words hinder an understanding of what the message really is.
2. I don't think we draw a sharp enough bead on what our audience is. Are they to be SRC types, those hoping to influence state governments, or the state government policy makers themselves? I would be inclined to try to write it so that it would at least be clearly understood, if not accepted, by state government policy makers, on the assumption that this will make for a more effective document for others as well.
3. I think the whole argument in the early part of the paper regarding federalism is of limited usefulness. To my mind, it is neither sufficiently strong as an argument regarding the nature and problems and benefits of federalism nor is it sufficiently clear or relevant regarding civil rights. One small problem, for popular consumption, is that as a people we have become used to the term "federal" as referring to the

national government rather than to a system of government. And I think that much of the writing regarding the challenge and promise of the federal system is sufficiently abstruse so that the ordinary reader may have difficulty in following the point ~~kxx~~ that what is being discussed is a federal system of government and not references to the central government.

4. At times I think the focus is so much on governmental minority agencies that we lose the point that we're talking about fairness in the total operation of the state government. Of course good specialized agencies, especially as watch-dogs, may be a very necessary ingredient.

5. I think that our author frequently takes on too many fights at the same time. Such as seeming attacks on the liberal community, general problems of the economy, who's committed to what, and attempts to tie them in to other threads of his argument. The result of this is that things get too diffuse and it probably overemphasizes a serious tendency toward polemics.

6. I am sorry that I can't sit in on the meeting. I would like to see how it goes. I would have wished for a different document as a starting point but it could be that this will be just the ticket in getting the discussion fruitfully launched.

I look forward to seeing you again next weekend.

MEMO

TO: BOB ANDERSON

FROM: EMORY VIA

DATE: JUNE 23, 1966

I have the first negative response to the new format for New South today. George Guernsey, Associate Director of the Department of Education, AFL-CIO, indicated that he liked the thinner magazine because it made it possible for him to order quantities for special distribution. He was also concerned whether or not the current format and writing would be of interest to a sufficiently broad audience.

These were rather top of the head responses from Guernsey and I requested that he look at the magazine more carefully especially as compared to the earlier editions and to pass his observations on to us.

Although in any one year I would doubt that Guernsey had used too many issues of NewSouth, over a long haul I expect he really had distributed a fair number of them. I suggested that we were looking into the matter of reprinting which I thought would be a better answer than trying to go along with the monthly publication which had presented some difficulties.

His other comment regarding a quarterly which I think all of us should really keep in mind is that he feels that there are enough quarterlies aimed at top leadership and intellectuals and that we need something that can have a wider circulation. For my part I would not use such an argument to attempt to change New South as it now is but I do feel that it is a good reminder for all of our programs that we should think about the larger audience for some of our publications.

July 6, 1966

Mr. Emory Via
Institute of Race Relations
Department of Race Relations
Fisk University
Nashville, Tennessee

Dear Emory:

I'm all back from a splendid vacation and wonder when you had time to fill your "out" basket so completely.

Enclosed is the rough draft of the remainder of the evaluation of the NILE institute. The letters on the tape have been signed and sent out.

The New South didn't go out, but I'm proceeding on the ones we talked about. The address file is being worked over. Also high on the list of do-things is the check list we talked about for institutes. All in all, I can keep busy.

How does it go with the Fisk Institute?

Sincerely,

Joan C. Browning

PS. Next Monday (Bill Allgood of D. Labor called to say) some information center is opening in Atlanta, and they hope you can attend; since you won't be here, it it alright for me to go? Or do we need representation at that? Also, I wish there were some way to rationalize my going to the Georgia Council annual meeting. The main speaker -- Justice Polier -- is the mother of a good friend of mine, and I'd like to meet her. (It's also a place in the sun.....)

MEMORANDUM

TO: ED STANFIELD
FROM: EMORY VIA

DATE: JULY 21, 1966

Regarding your interest in reachinguuncommitted whites are you familiar with the materials produced by a program called PACE (a program for American cultural enrichment).

I have not had a chance to really look at what they produce but it includes the kinds of materials that relate Negro history to the rest of life and a fairly extensive bibliography. I think it is largely a program to bring folks along. It seems to be jointly sponsored by the Lancaster Theological Seminary and the United Church Board for Homeland Ministries. Their address is:

527 North Pine Street
Lancaster, Pennsylvania 17603

For 75¢ you could get a copy of their spring 1965 report and I understand that a 1966 report will be out soon.

August 3, 1966

M E M O R A N D U M

TO: Pat Watters
Bob Anderson
Vernon Jordan
Emory Via
Al Ulmer
Ed Stanfield
Moreland Smith

FROM: Paul Anthony

Mrs. Jessie Daniel Ames, long time associate of the Commission on Interracial Cooperation, and one of the prime founders of the Southern Regional Council will be here during the week of August 8. I hope you will have an opportunity to meet her during that time.

Edith Barksdale, and perhaps others, of the Research Staff of the Civil Rights Commission will be here August 9, 10 and 11 to determine what we are doing that is overlapping, what we can do that will help each other, etc. I hope it will be possible for you to be available during that period also.

PA/km

DEAD SRC Emory Via

Memos 1966

Southern R[illegible] Inc.
5 FORSYTH STREET, N. W. [illegible] 30303
[illegible]-3764

PAUL ANTHONY,
EXECUTIVE DIRECTOR

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

MEMORANDUM August 5, 1966

TO: MEMBERS OF THE COUNCIL

FROM: PAUL ANTHONY

Enclosed are program reports prepared by the directors of the major departments and projects of SRC reflecting our programs and interests during the first six months of the year. It was necessary to prepare some of this as reports to our donors and we felt you might be interested. (There will, of course, be the Director's Report at the end of the year.)

One major project has not been reported on here. This is our project in Prison Reform and Criminal Rehabilitation. It has been difficult to find the proper director for this. However, we have been very fortunate to secure Mr. John O. Boone who joined the staff in mid-July. Mr. Boone has been employed by the Federal Bureau of Prisons for the past fourteen years and is uniquely qualified for this responsibility.

By SRC standards, we now have a very large staff. We have yet a great deal to accomplish in getting these highly specialized programs going well, and especially in having the various programs and projects properly coordinated for maximum results. But as a beginning, I can report to you with confidence that we have assembled here a remarkable group of people with a rare combination of professional skills and dedication to the purposes of the Council.

FIELD ACTIVITIES

Inauguration of the expanded grants-in-aid program for state councils, made possible by a grant from the Ford Foundation, has been the chief activity and achievement of SRC's Department of Field Activities during the first half of 1966. It has entailed staff changes in Arkansas and North Carolina; expansion of staff in Tennessee, Alabama, Georgia, and Virginia; and the beginning of staffed operation in Louisiana. Staff expansion is pending in Florida. Important new programs have been the result in Houston and Mississippi. (A copy of the grant schedule for the first year is attached.)

A grant to the Alabama Council made possible retention of Mr. Robert S. Valder as Associate Director on a permanent basis, upon completion of his year of internship with the Alabama organization. It also permitted filling the position of Executive Director with a very able man, Mr. Jerry Roden, who is a former Editor of the Auburn University alumni magazine and a Ph.D. candidate at the University. This simultaneous strengthening and expansion of a state council staff is the sort of result we have been working for in administration of the expanded grant program.

The grant to the Arkansas Council permitted significant improvement of the salary scale for the Director and Associate Director, as well as the clerical staff. It was greatly needed and past due. Unfortunately, the Arkansas Council has been plagued with problems. Their plan was to retire Mr. Nat Griswold as Executive Director, replace him with his long-time associate Ozell Sutton, and employ a new Associate Director. First, an

able young minister who had agreed to accept the position as Associate Director felt obliged to accept, instead, a position dealing with race relations within his denominational structure. Then, while they were searching for another likely candidate, Mr. Sutton resigned to accept a position with the Community Relations Service. This is merely a coincidental series of setbacks and, under the vigorous leadership of their President, Father Walter Clancy, the Arkansas Council is moving quickly to remedy the situation.

Our increased aid to the Florida Council was designed primarily to stablize their operation. It has done so. They do plan, however, to employ an Assistant to the Director soon, on the schedule stipulated in the grant conditions. The Board and membership seem to be responding well to the call for membership recruitment and increased local support.

With their grant the Georgia Council has employed the Reverend Eddie Smith, a Southern Baptist clergyman, who will begin work August 1. He will concentrate on developing new chapters of the Council. (He probably will also take an interest in SRC's special project in prison reform and criminal rehabilitation. Mr. Smith is the author of a book on capital punishment.)

The Louisiana Council has employed an Executive Director for the first time since 1957. She is Mrs. Patricia B. Miller, a former business woman who has recently earned a master's degree in counselling at Southern University. The Council is in the process of setting up an office in Baton Rouge.

The Mississippi Council's grant is being used primarily for work with students and on the campuses of the state. Mr. William Silver, who was employed to do this work last September, resigned in June to become Director of the Young Democrats of Mississippi. The Council provided a dozen work scholarships for students to assist in this work during the second semester of the last school year, and they will do so again during the next semester.

North Carolina's grant was intended to stabilize their operation, and it has enabled them to employ a uniquely qualified Executive Director. Mr. William C. Allred, formerly with the Pilot Life Insurance Company of Greensboro, received this spring a M.A. degree in history from Emory University. His thesis was, "A History of the Southern Regional Council: 1943-1961." Allred began work July 1 and already shows promise of vigorous leadership.

The South Carolina Council grant has been used thus far to employ three student assistants, all of whom are interested in careers in the field of human relations. It is anticipated that a full-time assistant to the director will be employed in September.

The Tennessee Council combined their grant with good fortune to secure the services of Mr. and Mrs. Harry Wiersema, a youthful husband-wife team, as Assistants to the Director. Both come to the Council after extensive experience as volunteers in the civil rights movement and as employees of the Office of Economic Opportunity.

The Houston Council used a modest sum to secure the services of eight VISTA volunteers to work in slum areas of Houston.

Through our grant conditions and through emphasis in meetings and conversation we have stressed development of chapter organizations and programs, increased membership, and increased local financial support for all state councils. It is our intention that the resources provided by the Ford grant for this purpose shall be used to develop organizational strength and effectiveness, as well as to meet program needs.

Definite steps have been taken to upgrade the state council staffs, which was a second purpose of the Ford grant. Whereas it was previously impossible to bring state council staffs together more than once or twice each year, we have had two such conferences in this first half and plan two others. In addition to these, all of the Executive Directors except one will participate in a week-long Community Leadership Laboratory at Emory University, July 24-31. They were able to take advantage of this training opportunity because of the stipulation that the expanded-aid grants were to be used, in small part, for attendance at such "professionally edifying" conferences.

One of the most promising among other achievements of this first half of the year, was the staffing of Rural Advancement Projects in Alabama and Florida. (A similar project was begun in Georgia last fall, and one has been in South Carolina for several years.) Mr. Lewis Black has been employed by the Alabama Council

and Mr. LaVert Taylor by the Florida Council. The work is carried out in cooperation with the National Sharecroppers Fund. In addition to administering grants which make it possible, SRC assists the Rural Advancement Projects through the work of Mr. Al Ulmer, Director of our Community Organization Project.

One interesting and helpful innovation was a meeting of the Presidents of the State Councils held on June 17 and 18 in Atlanta. This was the first time the Presidents had been brought together for discussions of the philosophy, purpose, and problems of State Councils -- and they asked that this be done annually.

Under the direction of Mrs. M. E. Tilly a significant meeting was held in Atlanta on March 24 at which time heads of 14 major national women's organizations came together to plan a joint program of encouraging court reform and related needs. Statewide meetings are planned with the objective of creating in most southern communities vigorous groups of women who will look intensively at the local law enforcement and court practices and seek means of improving them. We feel this program could have a considerable impact on the region.

Another major activity of the Field Director has been in connection with a series of conferences on school desegregation held in nine states this spring. Funds administered through SRC's Field Department brought community leaders from throughout each state to the conferences and an extra session on community organization for effective desegregation. The conferences were

sponsored by the U. S. Commission on Civil Rights. Sessions were planned and carried out jointly with other agencies.

Still another Field Activities program was our Paperback Books Project. Just gathering momentum in May and June, the project will distribute about 40,000 paperback books throughout the South in an experiment to determine ways of encouraging book use and library services, as well as book ownership, among those who have not had much access to books.

There have been, of course, many other continuing and incidental tasks for the Director of Field Activities. Three meetings of the Southern Interagency Conference, which we serve as its Secretariat, were held during the period covered by this report. The Field Director participated as a consultant in a meeting of the Personnel Directors from the largest Post Offices in the South, sponsored by the Civil Rights Compliance Office of the Department's Personnel Bureau. Many meetings of State Council boards were attended, both to be of assistance where possible, and to learn more about each Council, its personalities, and its problems. And there were special events such as the Poverty Conference in Mississippi, a conference for local council officers and committee chairmen in Florida, and the White House Conference in Washington on June 1 and 2.

Plans for the remainder of the year include preparation of a manual for fund-raising, assistance with fund-raising and membership recruitment drives, and -- hopefully -- preparation of a program of education on race and race relations aimed at the moderate

and indifferent white people of the South.

SCHEDULE OF REGULAR GRANTS-IN-AID TO STATE COUNCILS
1966

Alabama	$ 5,500
Arkansas	4,600
Florida	4,600
Georgia	4,600
Louisiana	3,200
Mississippi	4,800
North Carolina	4,800
South Carolina	4,600
Tennessee	4,600
Virginia	4.600
Houston	1,800
Contingency	2,000
George S. Mitchell Award	1,000
TOTAL	$50,700

* * *

EXPANDED GRANTS-IN-AID PROGRAM FOR 1966
TO
STATE COUNCILS ON HUMAN RELATIONS*

Alabama	$ 9,000
Arkansas	8,000
Florida	7,000
Georgia	9,000
Louisiana	10,000

Mississippi	$ 16,750
North Carolina	8,000
South Carolina	9,000
Tennessee	11,000
Virginia	8,250
Houston (Tex.)	4,000
TOTAL	$100,000

*Made possible by a three-year Ford Foundation grant. Grants to state councils will be revised for the second year, and again for the third, in the light of their progress toward attaining both substantially increased membership and financial support from the membership of the several state councils.

Edwin Standfield
Director of Field Activities

RESEARCH AND INFORMATION

1. Voter Book -- Most of the time of the Director of Information has been spent in the major part of researching and writing in collaboration with Reese Cleghorn of the Atlanta Journal on current political effects and the long-range implications of the entrance of Negro voters in full into the South's democracy. This is the book which SRC contracted with Harcourt, Brace & World to produce. It had originally been scheduled for publication in October, 1966. A recent decision has been to postpone this until February or March, 1967, in order to include a final chapter on the outcome of the fall elections this year. While not a history of VEP as such, the book draws heavily on the first VEP research, as well as other research materials of SRC.

2. New South -- The revamping of New South in its new quarterly format has been a major concern. The first two issues contained articles of substance by such writers as Leslie Dunbar, James Silver, Margaret Long, Robert Coles, August Meier, Finley Campbell and Vincent Harding. A news round-up section contains summaries of developments in each of the eleven states, a compilation not available elsewhere, and a permanent record of value to research. Efforts are made to find for each issue material close to the reality of what is happening in the South. A proposal for radical innovations in community planning in Mississippi and a report of a day in the life of a southern city ghetto resident are examples. The need for research-grounded, yet pertinent articles, is great; several, including a report on a study of the Negro family in Birmingham, are in the works. The summer issue, in preparation, will include coverage of the Meredith Mississippi march and discussion of black power. Many of the Council's information and research interests are reflected in the articles published and commissioned, and special distribution is given to issues of the magazine or to reprints from it.

3. Other publications have included a warning on the pitfalls of co-ops and credit unions by Al Ulmer, addressing himself to grass roots leaders looking for cure-alls; "Neighborhood Stabilization: A Program," by Moreland Smith, setting out how community organization can save a neighborhood from block-busting and develop racial balance; another study by Mr. Ulmer, a pioneering how-to approach on the all-important

subject of community organization in southern Negro slums, based on his experience in Vine City; "The Continuing Crisis," a joint publication with the American Jewish Committee describing the range of racial and poverty problems in the South, and warning of the possibility of disruptions in the South similar to those in the northern ghettos; a handbook on appropriate actions to improve southern justice developed by Mrs. M. E. Tilly for use with women's groups throughout the South.

A press release has been issued urging compliance with new school desegregation guidelines. The Voter Education Project has issued press releases on the election results in Alabama and South Carolina, on voting effort violence as a commentary on the shooting of James Meredith, and an analysis of the effectiveness of federal registrars.

New South Managing Editor, Robert Anderson, processed the above reports editorially. He also contributed to the editing of the first new New South and development of the second, as did Margaret Long.

4. In preparation -- Dr. Robert Coles will develop a report on conditions in Negro communities where past major civil rights demonstrations have occurred. Wilson Minor is preparing a report on the Citizens Council, past and present, and Robert Sherrill is developing a report on other white hate groups, including the Klan. These are a part of a study, again jointly with the American Jewish Committee, of forces competing for the attention of the South. Also part of this study is a survey by Anthony Whitfield, an SRC summer intern, of intergroup relations organizations

regarding their efforts to influence white Southerners. Dean B. R. Brazeal of Morehouse College is developing a series of studies on voter registration in selected Georgia counties, contrasting the situation today with that of 1956 when he did a similar survey. Other projects include a study of the South's portion of the 100 poorest counties in the nation (which is most of them); a study of welfare expenditures in the South; a plan for state government action in the various social problems of the South; a study of the mechanics of housing desegregation in Atlanta, a set of instructions for low-income families on how to buy a house or rent an apartment; a study of 1966 (including fall) school desegregation developments, and various other projects.

Samuel Adams, Director of Research

Pat Watters, Director of Information

LABOR EDUCATION PROJECT

Most of the work of the Labor Project falls into three broad categories: labor education, consultation and liaison, and employment problems. This report will attempt to summarize the activities which have taken place in each of these areas without detailing the on-going process of administration, preparation, informal materials development, and the interaction with the continuing programs of the Council.

Labor Education -- The Project's involvement in education activities has varied from participations of one day to one month in duration, and from an intense exploration of civil rights problems

confronting southern unions to a rather tangential handling of such problems as they relate to the day-to-day concerns of a union.

In January the Director spent one month heading the National Institute of Labor Education's Southern Union Staff Institute. This Institute was held at the University of Georgia in cooperation with the AFL-CIO Departments of Civil Rights and Education. It was a useful and intensive educational experience providing tool courses, courses in social and economic understanding, and a fairly concentrated dose of subjects related to racial relations and civil rights.

The Virginia AFL-CIO conducted a weekend education conference in cooperation with the AFL-CIO Education Department. The Director of the Labor Project taught four classes and made one general presentation to the entire group. The Tri-State School, sponsored by the state AFL-CIO's in Virginia, North Carolina, and South Carolina in cooperation with the national AFL-CIO Education Department, provided another opportunity for teaching a class and holding a general session on the changing South.

The Labor Project participated in two conferences sponsored by the International Ladies' Garment Workers' Union. One of these was held in Atlanta for the Union's regional organizing staff and the other at Daytona Beach for local union leadership from throughout the region.

Two further weekend institutes were worked out cooperatively with the Labor Project and the Education Department of the United Steelworkers of America and their District 36-G (Gulf Coast) Education

Coordinator. One conference was held in Tampa, Florida, and the other in New Orleans. In each case the Project provided approximately one-half of the instruction.

The Director also taught in a one-week summer school for members of the United Rubber Workers of America who held a regional program at the Blue Ridge Assembly grounds at Black Mountain, North Carolina.

The Project participated in a one-day regional meeting of the American Federation of Teachers in Atlanta.

The Director has taken several opportunities to explore with institutions of higher learning the possibility of their developing some continuing interest in the area of labor education. This activity has been confined primarily to two states to date. Two Georgia institutions have been approached through members of the faculty and administration who were interested in such possibilities. These moves have been made in consultation with appropriate persons within the labor movement. This effort must be recognized as little more than an attempt to stimulate a beginning interest. Potentially, it is a useful way to expand labor education opportunities within the region.

Consultation and Liaison -- On a number of items which might be included under this heading the Labor Project has worked cooperatively with the Southern Office of the AFL-CIO Civil Rights Department. Such items include assistance with a proposed program for the installation of the regional Equal Employment Opportunities Commission Director, a conference sponsored by the Southern Student

Organizing Committee held in Durham on "Students and Labor" in which both the Labor Project Director and the head of the Southern Office of the AFL-CIO Civil Rights Department participated. Assistance was offered in settling problems which had arisen between a local civil rights group and a union engaged in an organizing campaign. An assessment was made in Alabama of the impact of the primary election on the Alabama labor movement in regards to racial relations. Both of these latter two activities were in cooperation with the AFL-CIO Civil Rights Department.

During the period of this report the Labor Project has had an opportunity to work with several Councils on Human Relations on a variety of problems. This activity has included work with state councils in Georgia, South Carolina, and Alabama, and local councils in Atlanta and Palm Beach. Somewhat similar work has been done in cooperation with the Urban League, the NAACP, Operation Breadbasket, and the American Friends Service Committee.

The Director spoke to a Southern Student Organizing Committee conference in Atlanta, to an American Friends Service Committee staff and advisory group, to the Daytona Beach Forum, and to the orientation conference for "Operation Speed-Up," sponsored by the South Carolina Council on Human Relations.

The Director was asked to serve on the Task Force on Economic Security for the White House Conference, "To Fulfill These Rights." This entailed several task force meetings in Washington and ultimately meant that the Director was involved

as the spokesman for a panel appearing before four workshops at the White House Conference itself.

A few days were profitably spent in mediating between the union staff involved in organizing migrant laborers and an agency with which SRC has frequently cooperated, over differences that had arisen regarding approaches to migrant labor problems. This was an interesting and informative interlude. The outcome at this point seems to be a healthy one.

A few days were spent in Detroit attending conferences of the University Labor Education Association, the AFL-CIO Labor Educators, and Local 189 (Workers Education Local) of the American Federation of Teachers. This time was largely devoted to promotion and contact work and has led to further programs.

A regional conference sponsored by the U. S. Department of Labor, in cooperation with SRC and a few other agencies, involved the Labor Project directly. This conference was aimed at reaching civil rights and other groups who have contact with disadvantaged persons in terms of the program offerings of the Department of Labor. It was an effort on the Department's part to bridge the gap between their program proposals and policies and actually reaching the people who should be affected by those programs.

Employment Problems -- Although the Labor Project is not specifically committed to working in the area of employment discrimination, it is difficult, and unwise, to side-step these problems altogether. During the course of the past few months we have participated in a national apprenticeship study (our part was

limited to the metropolitan Atlanta area) and have worked cooperatively with the Southern Office of the AFL-CIO Civil Rights Department in exploring and promoting the idea of an apprenticeship information center. Similarly, with the Civil Rights Department, we have been able to give some assistance in a study which they are doing cooperatively with other organizations regarding discriminatory practices in employment services. Both of our programs have worked cooperatively with the Atlanta Council on Human Relations in their interest to report the difficulties encountered in getting reliable information about apprenticeship and other training programs in the Atlanta metropolitan area.

From time to time employment requests come to the Council and are channelled through the Labor Project. These range from individuals seeking employment to companies seeking individuals in a variety of classifications. In some cases, we are able to handle such requests fairly directly, but usually they are referred to other agencies such as the National Urban League, Operation Breadbasket, or one of the vocational schools. The Labor Project has involved the AFL-CIO Civil Rights Department's Southern Office in discussions with persons working with the Vine City Council in Atlanta regarding employment and training opportunities for disadvantaged youth.

The Director was asked to participate in a training program of Post Office Department personnel staff from throughout the region to discuss the problems of minority groups as they

relate to employment both outside and inside the federal service.

The Project has been concerned with developing some of the background materials and locating outside staff for the conduct of an unemployment study. Unfortunately, this project has not been brought to fulfillment.

In Conclusion -- It is envisioned that the main lines of the Labor Project's work will continue to be in the three areas outlined above. Increasingly, the formal program will involve labor education activities. Some of these will be developed at the Labor Project's initiative and others will continue to be those developed by the labor movement with the Project being simply a participant. The Liaison and consultation work will continue and is a natural outgrowth of the Project's contact with unions and governmental and private agencies. Our concern with employment opportunities will not diminish but is likely to find expression largely in stimulating interest in public policy and in making referrals to those groups most actively involved in this work. At this point it seems fair to say that the activities of the Labor Project continue to grow and the prospects for the immediate future are good that its services will not only be needed but sought after.

Emory F. Via, Director

Labor Education Project

URBAN PLANNING PROJECT

Consultation Trip (Washington, D.C.) -- The primary purpose of this trip was to talk with Secretary Robert C. Weaver, Department of Housing and Urban Development. A previous trip to Washington in February had prepared the way for this conference. The meeting allowed the Urban Planning Project Director to explain to Dr. Weaver the purposes and plans of the Southern Regional Council's Urban Planning Project and to ask him how SRC might work with HUD in an informal manner to further equal opportunity in housing and equal treatment in and access to urban facilities. Our discussion was cordial and, I believe, meaningful. Afterwards, I spoke with others at HUD and was impressed with their interest in and openness toward our project.

While in Washington I contacted other groups such as Urban America, Inc., the American Institute of Planners, the American Institute of Architects, and the U. S. Chamber of Commerce, which have programs related to our own. I spoke with the directors of organizations which have successfully stablized integrated or integrating neighborhoods. Each of these groups represents a different type of organization with individual goals and programs to realize them. It is my hope that we may draw together the experiences of Washington Neighbors, Inc., Baltimore Neighborhoods, Inc., and West Mt. Airy Neighbors, Philadelphia, and publish their stories in three separate pamphlets which could be distributed together. Mr. Robert Anderson, editor of New South, asked Mr. Edward Holmgren of Baltimore Neighborhoods, Inc., to write an

article on housing in Baltimore for inclusion in an issue of New South.

Urban Planning Analysis (Charlotte, North Carolina) -- In March I talked with the Mayor and City Manager in Charlotte about urban renewal plans for their city and the problems engendered by rapid growth. I suggested that I could assess their plans as an impartial third party and give my opinion as to whether or not Charlotte was planning for an open city. Such analysis might be of value to them were they to apply for additional federal funds.

Urban Renewal and Confrontation (Fort Lauderdale, Florida) -- In February James Hibben, Executive Director, Urban Renewal Agency, Fort Lauderdale, Florida, consulted me about the problems of housing segregation and slums in Fort Lauderdale. Mr. Hibben appeared to want to improve the housing situation for Fort Lauderdale Negroes, but he did not believe that many changes were possible without pressure on the present city government power structure. He hoped for SRC's advice, but he particularly hoped to use us as intermediary between his office and the Negro community to inform the Negro community of the two urban renewal plans under consideration. By this means he expected to elicit an expression of opinions and desires from Fort Lauderdale Negroes, believing that if he had pressure from them he would be able to arouse support for at least some urban renewal by the city government.

The Urban Planning Project made this contact. At the invitation of the Fort Lauderdale NAACP I discussed with their

Board the two urban renewal plans under consideration by the city. We talked with candor about the pros and cons of the plans and about the possibility of the city's carrying through on any urban renewal at all. I told them at that time they should make a careful documentation through newspaper clips, photographs, letters and records of phone calls first of the conditions in the Negro section as proof of the need for action, and second of the fight to persuade the city government to undertake rehabilitation and renewal in the present Negro section. This documentation, if the effort is successful, could serve as guide and encouragement to other cities which have similarly conservative leadership. If the pressure for urban renewal is unsuccessful, the documentation would be part of our contention to the federal government that the matter of housing for non-whites, especially low income non-whites, cannot be left in the hands of local officials or implemented according to the whim of local city government in the South.

Both Mr. Hibben and the Fort Lauderdale NAACP have kept the Urban Planning Project constantly informed of the progress and difficulties of the urban renewal proposal as viewed from their separate positions. Fort Lauderdale will be a test case for SRC-UPP involvement in a specific way with local urban planning projects.

Atlanta Study -- As part of a four-city study prepared for the National Committee Against Discrimination in Housing the Southern Regional Council was asked to undertake a survey of the availability of sales and rental housing in predominately white areas of Atlanta.

The purpose of the NCDH study was to establish the need, housing availability and climate for acceptance for integrated housing in American cities in general and in the four study cities of Rochester, Denver, Providence and Atlanta in particular. Mr. Samuel Adams, Director of Research, compiled statistics and composed the report on availability in Atlanta for SRC's part of the coordinated report.

PROGRAMS UNDER CONSIDERATION:

Urban Planning Advisors -- request a group of top men from different academic disciplines and business and professional areas to serve as advisors for consultation in various urban problems in the South. With this in mind, I will meet with Dr. Constantinos Doxiadis, internationally renowned urban planner from Athens, Greece, in Aspen, Colorado, the last of July. Dr. Doxiadis will be in Aspen to receive the Aspen Award for achievement in the humanities.

Southern Demonstration Cities -- select carefully four southern cities to approach as "demonstration cities" with the hope of working with the city governments and minority groups for open housing and for involvement of the disadvantaged in planning similar to the Fort Lauderdale Project.

Federal Funds and Housing Segregation -- document the ways communities are using federal funds to buttress segregated housing with the idea of influencing future legislation.

PUBLICATIONS:

"Neighborhood Stabilization: A Program" -- a pamphlet prepared by the Urban Planning Project and distributed to certain SRC mailing

categories as well as to those communities which request such information.

In process is a pamphlet on buying a house with particular emphiasis on the problems encountered by Negroes buying in "white" neighborhoods. In addition, we hope to publish a trilogy of experience papers on housing in integrated neighborhoods in Baltimore, Washington and Philadelphia.

Education -- We are engaged in probing discussions with members of departments of planning in colleges and universities regarding a new orientation for the indoctrination of planners so that they would be planning with the high ethical concept of responsibility to the total community.

Resource Function -- There have been a number of inquiries about the problems of housing in Southern communities generally and about specific problems in certain cities such as Virginia Beach, Virginia, and Jacksonville, Florida.

A particularly exiiting and unexpected aspect of the Urban Planning Project has been the response of young planners and architects around the country. I am continuing a dialogue with several of these young men about basic philosophy in urban planning. Such interest could be the basis for a summer project utilizing these young men and their training either for survey and analysis of particular cities or for creating bold and innovative schemes to establish equal opportunity in housing in the South.

It will soon be necessary to evaluate our gains and successes and to analyze our failures and difficulties in some depth. An

informal conference on urban problems in the South for SRC staff and others who share our interests might be the most economical and effective way to confront action with reflection and theoretical solutions with actual problems.

Moreland Griffith Smith, Director
Urban Planning Project

COMMUNITY ORGANIZATION PROJECT

The Community Organization Project is primarily concerned with the efforts of people, rural and urban, in organizing themselves in self-help programs, to learn from these efforts, to determine the extent to which such efforts can attract the support and assistance of public and private agencies, and to encourage that support. On a limited basis, the project itself offers staff, consultative and financial assistance to such efforts.

The observations have, to date, led to two publications both prepared by the project director and both aimed for the rather large group of persons and agencies interested in helping the poor. These publications, both issued as SRC Special Reports, are "A City Slum -- Poor People and Problems," and "Cooperatives, Credit Unions and Poor People."

Through the Project we have been able to support the program of the Rural Advancement Project in two additional states. This is a joint effort on the part of the National Sharecroppers Fund and the Southern Regional Council by which funds and technical assistance are provided the state Councils on Human Relations to enable them to

employ a full-time person to work in rural areas. Earlier we were able to support this effort in South Carolina and Georgia. Now we are able to do so in Florida and Alabama also. All four state councils have acquired staff and are conducting programs similar to those reflected in the remainder of this report. They are, in addition, developing a number of programs reflecting the needs and interests of the four state organizations.

Much of the concern of this Project has been in attracting the interest of other agencies and/or in encouraging cooperative efforts. For instance, the Project helped set up a self-help housing conference in Lake Worth, Florida, tri-sponsored by SRC, the Florida Migrant Mission, and the American Friends Service Committee. We acted as convener for a planning conference to discuss cooperative training and education. Major participants were the Cooperative League of the U. S. A., the National Sharecroppers Fund, the Office of Economic Opportunity, and the Southern Consumers' Cooperative. SRC is co-sponsor with the Encampment for Citizenship of an Encampment program at Barbourville, Kentucky. We have assisted in planning the curriculum, recruiting students and the project director has spent one week with the group this summer.

Perhaps most important, the project has devoted substantial time in working with the staff of the Cooperative League of the U.S.A., to determine the opportunities which may exist for that organization to be of help in this region. It is premature to report on the results, but at this point we are encouraged by the interest shown and excited by the possibilities of the involvement of that important agency.

The project director has consulted with officials of the Peace Corps on southern-based training programs and has been involved in training sessions with VISTA volunteers. Work has been done with oyster fishermen at Daufauski Island, South Carolina, and the Project bore the cost of travel expenses of representatives from that community for a trip to Washington to determine if the Economic Development Administration could provide a much needed boat for the community. In cooperation with Penn Community Center we have worked in Pritchardsville, South Carolina, on a self-help housing program. Assistance has been given the Vine City (Atlanta) Candle Cooperative in an application for a $1,000 loan from the United Presbyterian Church, USA.

Other technical assistance offered by the Project director and/or other consultants include:

(1) Wilcox County, Alabama -- Assistance to persons interested in establishing a credit union, a housing project, and a 600-acre cooperative farming experiment.

(2) Nottaway, Amelia and Prince Edward Counties, Virginia -- Participation in an orientation program for students who will work during the summer in these counties. The project director will spend a 10-day period during mid-summer working with this group.

(3) Pearl City, Florida -- Assistance to members of the Pearl City Civic League in preparing a community action proposal for OEO for recreation centers and civic education programs. A project grant of $150 was also made to help defray the costs of surveys needed for the proposal.

(4) Selma, Alabama (Inter-Religious Project) -- A consultant was provided to spend the summer with the Freedom Quilting Cooperative in Dallas and Wilcox Counties. Miss Lois Deslonde is attempting to improve the quality of the quilts, diversify the products of the Co-Op, and is conducting classes in Co-Op education. A project grant of $300 has been made, and an additional grant of the same amount is likely. This cooperative involved more than 125 persons.

(5) Jackson, Mississippi (Poor People's Corporation) -- For a three-month period two consultants are being provided for the areas of cooperative education and managerial skills.

(6) Sumter, Marengo and Wilcox Counties, Alabama -- A consultant has been provided to work with groups in these counties interested in organizing credit unions.

(7) Lee County, South Carolina -- The project director is working with a group in this county interested in establishing a credit union and a buying club.

Several work-scholarships have been awarded to students working during the summer under the auspices of local organizations. These scholarships, in the amount of $150 each have been awarded to:

(1) Miss Linda Baughn, a student from Fisk University, to work in a project in the Nashville slum area under the direction of the Tennessee and Nashville Councils on Human Relations.

(2) Miss Carol Edwards to work in Amelia County, Virginia in a program to establish a local newspaper which will attempt to train people to write and publish their own newspaper after the end of the summer through the Virginia Students for Civil Rights Committee.

(3) Miss Linda Maury to work with the East Alabama Council on Human Relations on a program concerned with Negro students who will enter the formerly white schools in September.

(4) Mr. John Reiman, a Morehouse College student, to work in Negro and white slums in Atlanta to determine if slum dwellers will respond to local self-interest issues and if so, what issues.

(5) Miss Jerrilyn McGee, a student from Clark College, is working in a slum area of Atlanta with 20 children ranging from ages 5 to 15. Purposes are to prepare a report on the life of a child in a slum area, to interest parents in seeking nursery and day-care facilities for their children.

The Project has hoped to determine ways to involve churches to the point of having them express an interest in and establishing programs with and for the poor. Thus far, the results are encouraging.

A large Negro church in Atlanta, Friendship Baptist, has developed a staffed program of work in several slum areas near the church. Work has ranged from attempting to get better recreational facilities and programs for the areas to a successful campaign to have local merchants stop the sale of glue to children. Recently, a large white church, Trinity Presbyterian, has become interested, has contributed $1,300 to the Project, and is working closely with Friendship Baptist in expanding the program.

We are convinced that the Project is showing that poor people want to help themselves, and can do so given proper guidance, technical assistance, and adequate resources.

Al Ulmer, Director

Community Organization Project

VOTER EDUCATION PROJECT

In the first six months of its existence, the current Voter Education Project has assisted a total of 76 different programs. The emphasis thus far has been on voter registration. However, several programs of citizenship education and leadership training have been funded.

As the state-by-state tables show, there is much to be done in the field of voter registration in the South, depsite the striking advances made in recent years. At present, barely half the Negroes of voting age in the South are registered. The white registration is nearly three-fourths.

Sizable increases still will have to be made in Negro registration if the level of democratic participation in the South is to be raised. So it is natural that local committees and citizenship organizations presently are stressing registration. But it is to be expected that emphasis will shift to citizenship education and leadership training as the registration totals move upward. The Voter Education Project will continue to take the initiative in stimulating programs of education and training.

Thus far, programs associated with the Voter Education Project have registered nearly 50,000 persons. However, there are a few projects which have not yet submitted final reports. And there are a number of projects, particularly in Georgia and Mississippi, which have not yet had time to submit reports.

Moreover, it should be noted that registration drives tend to have a snowballing effect. When one person who has never registered

goes to the courthouse and does so, he tells his relatives and neighbors. A few days later, the relatives and neighbors may go and register. So 20 or more persons eventually may register because one person was reached in a registration drive.

We know this occurs. Our reports from rural counties tell us that some plantation workers will not go register until others do. So a breakthrough produces ever-widening circles of new voters.

A study we have just completed shows the impact of organized registration drives and federal examiners on Negro registration. The figures follow a predictable pattern, but we feel that they are nevertheless interesting. Registration figures are significantly lower in counties with neither examiners nor organized drives.

Where heavy new registration occurs, the question naturally arises: Will these newly registered citizens vote?

Our study of the Alabama primary indicates that they will. We estimate that nearly three-fourths of Negro registration voted in the May 3 primary.

Much depends, of course, on circumstances and issues, and the issues in the Alabama primary were sharply drawn. All the same, we felt that the Alabama turnout was remarkably high.

It is here that citizenship education and leadership training come into the picture. Before the Alabama primary, the Lee County League of Women Voters received from us a grant of $200. With this modest sum, the League transported voting machines throughout the county so that 2,500 new voters, of whom 1,300 were illiterate, could become accustomed to using this rather imposing device before the election.

Now we are granting another small amount -- $775 - to the same organization for the purpose of producing three television programs on citizenship education for showing in Alabama and, we hope, elsewhere. The programs will be produced in cooperation with the drama departments of Tuskegee Institute and Auburn University.

Another pre-primary program of voter education was conducted in Macon County. We hope this program will be the forerunner of similar programs in other rural areas.

In the field of leadership training, a one-day institute was held in Alabama in cooperation with the NAACP Legal Defense Fund. A similar institute was held later in South Carolina.

These institutes schooled candidates and poll watchers in election laws and election procedures. After the Alabama primaries, the NAACP Legal Defense Fund filed suits regarding Greene County and a legislative district in East Alabama growing out of instructions provided at the pre-election institute.

Also, we have allocated a small grant for a six-day leadership training workshop to be held later this month at Frogmore, South Carolina for Negro candidates and their campaign workers.

Another forthcoming project will be supported through the Southern Regional Office of the National Urban League. It will seek to train community leaders in both urban and rural settings -- Jacksonville, Florida, and Hobson City, Alabama.

We are also working to increase student participation in programs sponsored through the Voter Education Project. VEP has been fortunate during the summer in having the services of William

R. Beardslee, a Haverford College student, who is directing our efforts in this area.

Many of our registration programs report that young people are the mainstays of such activities as door-to-door canvassing. As an example of our efforts to encourage the use of students in VEP-assisted programs, we recently made a grant to the Lynchburg, Virginia Voters League for five students and a coordinator.

We also assisted the National YWCA in a spring registration campaign conducted by 247 college students in six localities. These students registered 3,022 persons -- a figure not included in our state-by-state VEP total.

One of the better programs with which we are associated is being operated in Southside Virginia by the Virginia Students Civil Rights Committee.

Mr. Beardslee recommends that we expand the use of students in VEP. He proposes recruitment through deans of Negro colleges and through human-relations organizations.

It should be noted that not all of our programs are limited to a single county. The Virginia Students Civil Rights Committee works in nine counties. The Arkansas Council on Human Relations operates a program in 16 counties. Another program covers 19 counties in West Tennessee.

Thus far, for all programs, we have committed a total of $125,962.30. Grants to VEP total $325,000.

Our research department answers requests for information on registration and voting from sources ranging from the New York Times

and television networks to local news media and candidates.

The research reports sent to us from VEP-assisted programs regularly provide some of the most interesting reading material available concerning the South and southern problems. Through these reports we watch directors of these programs -- for the most part, local people -- meet and conquer such oft-mentioned problems as fear, intimidation, suspicion, apathy, resignation, dissension and the hostility of white officials.

Is it worthwhile? For that answer we turn to the director of the registration program in Charleston, South Carolina. In pen-and-ink at the bottom of his final statistical report, he writes:

> "We tried as hard as we could to get as many to register as possible. We are not too happy. But 783 new registered voters would never have been if it were not for the Southern Regional Council, Inc."

Vernon E. Jordan, Jr., Director
Voter Education Project

MEMO

TO: PA
VJ
MW
MS
ES

FROM: EV

DATE: 31 AUGUST 1966

I call your attention, if you have not seen it, to the Congressional Quarterly Weekly Report for Aug. 26, 1966, p. 1860. It's an article on Negro urban population movement, policy implications.

MEMO

TO: MS
FROM: EV
DATE: 31 AUGUST 1966

The latest publication from the White House Conference "To Fulfill These Rights" has both the report of the Council to the Conference and a summary of the discussion as well as a summary of resolutions passed by the various discussion groups (no official status). The Housing section takes about 36 pp. plus resolutions.

MEMO

TO: MS

FROM: EV

DATE: 2 SEPTEMBER 1966

RE: Matters which we discussed the other day

I am sure you would find Morris Millgram an informed and committed person in the whole field of desegregated housing. As a contractor and entreupeneur he brings especially useful skills to the fight. In his current effort, mutual real estate investmentttrusts, he offers an opportunity for people to invest and even earn on their investment rather than to just "do good".

I have heard his current effort described as worthwhile and valid but that at least in the northern urban situations that the times have somewhat passed it by in that it is no longer on the cutting edge of what's needed in urban America regarding the problem of desegregated housing. He relies on a locally constituted board and at least in Chicago this group seems to have been reluctant to consider using their resources in other than surburban upper middle class or better situations. This of course touches a part of the problem of symbolical importance but doesn't speak to the heart of the matter. I do not know that Millgram himself would encourage the resources of an M-Reit group be so conservatively used.

Millgram is something of a human dynamo but I have heard it said that he doesn't always follow through on detailed work.

I would personally think that he brings many other qualities which would be useful to a group exploring the kinds of things that might be done in housing. However, any group making use of him would need to be mindful that his main interest is in pushing ~~expiiii~~ M-Reit and that this might tend to become the center of attention rather than a general exploration of what

groups might do in the housing field.

Several other names have been suggested to me as people with a varied and practical experience in the housing field who would work well with local groups. Some of these are:

James Twomey who used to be with the Community Renewal Foundation in Chicago and has recently gone with Urban America; I understand that he is able and concise.

Vic DeGrachia who is with the Marymont Foundation in Chicago. They've been engaged in building housing in both Chicago and New York City.

Stanley Hallett is with the church federation of Chicago and is working with the Ford Foundation on a major Chicago program in housing.

Jane Weston is the housing program person for the Chicago regional office of the American Friends Service Committee.

Kale Williams is a man that I would highly recommend in terms of committment, understanding of the use of a wide range of strategies, realism, and his ability to work with groups and individuals. Williams has been the director of the Chicago regional office of the A..F.S.C. and is fully conversant with its programs in housing. He has most recently worked cooperatively with the S.C.L.C. movement in Chicago. Several of his staff people work full time in cooperation with that effort. He himself has been on the policy committee for that push and he has served on the negotiating committee with the city and other members of Chicago's power structure. Such an experience is of course invaluable and I feel that he has been fairly realistic in his appraisal of both the problems and potential accomplishment from that effort. I trust this will be

of some use to you.

MEMO

TO: MS
FROM: EV
DATE: 2 SEPTEMBER 1966

To add to your store of information which may never be needed but should be tucked in the back of the mind, I give you the following: the AFL-CIO contributed $25,000. in both 1964 and 1965 to the national housing conference described as an organization of three thousand five hundred architects, labor leaders, redevelopers, housing officials and planners which lobbies for liberal federal housing legislation.

MEOO

TO: PANTHONY, DIR.

FROM: EVIA

DATE: 6 SEPT. 1966

Would it be too onerous a job to have a note circulated when a new staff person is hired which gave us his name, address, some idea of his assignment, who he will be working with, and a very brief statement of his background. I personally would welcome such for all employees from mail room assistants up to professional staff. Somehow our very nice procedure of introducing newcomers at staff meetings still does not quite take care of the need by itself. The kind of memo I have in mind would probably not run to more than ten lines and would usually be much briefer than that.

******

September 23, 1966

M E M O R A N D U M

TO: John Boone

FROM: Henry F. Via

Survey research work is done at the University of Georgia through The Institute of Social Science Research. It is headed by Homer Cooper. They belong to a university consortium through the University of Michigan which means that they should be able to check out whether studies similiar to the one that you proposed have already been done. More importantly, perhaps they will be able to tell you, if someone has done a study of any sort which utilizes a sample which may be of use to you.

Bill Collins indicated that a call from you to Dick Chapple would be sufficient to get him to sound out Cooper as to when the three of you plus Frank Gibson might get together. You should, of course, suggest Gibson to Chapple.

Based on my own experience, it will be of great help to have though through fairly carefully the kind of information you would like to get from your survey before going over to the university. It could be that it would pay you, Chapple and Gibson to meet for a half-hour or so to see what new ideas can be generated before talking with Cooper.

Let me know, if I can be of any assistance.

hj

September 23, 1966

M E M O R A N D U M

TO: Al Ulmer
FROM: Emory F. Via

I notice from the Reading File a reference to Eliza Paschall's statement about Summerhill. I did not see it. Do you have a copy?
Thanks.

hj

October 21, 1966

M E M O R A N D U M

TO: Professional Staff *
FROM: Emory F. Via

Mrs. Nadine Peppard, General Secretary, National Commission for Commonwealth Immigrants (England) will be in Atlanta from the evening of October 30, until some time on November 3.

She is scheduled to come by SRC on Monday October 31, at 10:00 a.m. and stay with us through lunch. She may well want to make a return visit to the office.

Among other things, she is a friend of Ben Segal, an old friend of SRC, currently working with the Equal Employment Opportunity Commission as head of the Liaison for State and Local Groups.

I hope that you will be able to spend some time with Mrs. Peppard while she is in town. Would you be interested in having lunch with her on Monday?

Thanks.

* Anderson, Bob
Anthony, Paul
Boone, John
Jordan, Vernon
Long, Maggie
Smith, Moreland
Stanfield, Ed
Tilly, Mrs. M. E.
Ulmer, Al
Watters, Pat

November 10, 1966

M E M O R A N D U M

TO: Mildred Johnson

FROM: Emory F. Via

Could you ~~are~~ as Paul tell me where it was that we were told we could secure a copy of the film, "The Face of the South." Do we know that the film would be really in first-class (unused) condition and if it would be brittle? What terms are they quoting?
Thanks so much.

Emory

hj

December 7, 1966

M E M O R A N D U M

TO: Paul Anthony

FROM: Emory F. Via

I talked with John Griffin on Tuesday morning December 6, regarding our conversation on the hearings scheduled by the Office of Education for a congressional subcommittee. Although it was an extremely busy time for him, he was making plans to attend. He had not realized that he was to have called you ~~even~~ on Monday evening. Incidently, the hearing was announced in the paper as dealing with guideline problems. The AFSC was scheduled for one hour and were using two or three staff people plus some folk from the field.

AR C- Memo

Southern R[illegible] Inc.
5 FORSYTH STREET, N. W[illegible] 30303
[illegible]2-8764

PAUL ANTHONY,
EXECUTIVE DIRECTOR

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

FIELD ACTIVITIES NEWSLETTER

December 27, 1966

New SRC Publications

Our mail room is a study in creative disarray these days as the Southern Regional Council is issuing a rash of new publications.

Our Voter Education Project has recently put out a county-by-county list of registration figures covering the whole South, with figures for the white voting age population, Negro voting-age population, number of each group registered, and percentages registered. They have also published an eight-page mimeographed analysis of the November election results, focusing on participation of Negroes and its effect, titled "What Happened in the South, 1966." (The VEP has been responsible for programs through which 100,000 voters have been registered during the past year.)

"School Desegregation 1966: The Slow Undoing" is just off the press. A "Special Report," it tells the dismal story of the South's all-too-successful efforts to avoid significant integration of its school systems. It estimates that ten to twelve percent of Negro students in the South are in schools with whites, with figures like 2% for Mississippi, 2.9% for Louisiana, and 2.4% for Alabama offset by 34.6% in Texas and 21.9% in Tennessee.

"Public Assistance in the South," another Special Report, points out that 21.8% of all expenditures for public assistance payments occurred in the South, reflecting the South's 25.9% of the population. But nearly half of the poor people of the nation are in the South. Another fact brought out is far more is spent in the South on aid to the aged than on aid to dependent children -- despite the fact that there are many more impoverished children than impoverished elderly people. This reflects the political utility of aid to the voting elderly. This report is

loaded with information. For instance, although I suppose I knew it all along, it came as a bit of a shock to me to see from one of the tables provided that, among 50 states and the District of Columbia, Georgia, North Carolina, Louisiana, Tennessee, Kentucky, Alabama, South Carolina, Arkansas, and Mississippi rank 42nd, 43rd, 45th, 46th, 47th, 48th, 49th, 50th, and 51st, respectively, in per capita income! That's what I like about the South -- we're consistent.

And then there is the excellent publication of our Special Project in Housing and Urban Planning, "A Home of Our Own: A Guide for Home Buyers." (In the light of those per capita income figures, that title almost sounds like a cruelty joke!) It has a chapter on the advantages and disadvantages of buying a home, one on what to look for in shopping for a home, another on "Closing the Deal," and a chapter on breaking racial barriers. There is a glossary of terms and a list of helpful pamphlets and articles.

"State Councils' Dinner" at the SRC Annual Meeting

For the benefit of readers who were not there, I want to tell briefly about the "State Councils' Dinner" which was a feature of the Southern Regional Council's Annual Meeting in November. All of the executive directors and the president or vice-president of each state council were present and seated at the head tables. The program was quite simple, consisting of presentation of the George Mitchell Award (for largest percentage increase in membership) to the Arkansas Council by Mr. Marion Wright and the field activities report. A few statistics from the latter:

"...Membership now stands at approximately 11,500, and increase of some 23% over last year. Percentage increases ranged from five percent in Virginia, which is the largest of the councils, to ninety-five percent in Arkansas, which heretofore had been one of the smallest. The Alabama Council, which won the Mitchell Award last year, increased its membership another ten percent this year. Tennessee registers a thirteen percent increase and South Carolina a jump of twenty-three percent. The North Carolina Council shows a 57% increase. And Georgia deserves special commendation for raising its membership enrollment by 53%, although starting from a relatively large base of more than a thousand members."

"At the height of their strength the state councils had this year 26 full-time professional employees, an increase of 18% over last year. Part-time and clerical staffs have increased proportionately."

"The councils have raised about $120,000 from their members and friends -- an increase of 20%. At the same time the total of their operating budgets has passed $400,00 -- a leap of more than 25%."

The Paperback Books Project

It took a little while for the word to get out, apparently, but during the past couple of months we have had a tremendous increase in the number of inquiries about our Paperback Books Project and requests for books. In fact, the demand has been so great that it is necessary to delay further orders until the backlog is diminished and we can assess the situation. It is our hope that the proposals we are receiving, even if we are not able to answer them affirmatively at this time, will help us to secure funds for a renewed and enlarged program in 1967.

Notes on the State Councils

I have let so much time elapse since my last newsletter, and the state councils have been doing so much meanwhile, that I cannot begin to do them all justice. I'll have to mention only a few items of particular interest.

The Arkansas Council has secured a Research Assistant, Mr. Paul Williams, who joined their staff on September 26. Mr. Williams was born and raised in Fort Smith. He recently was graduated from Hendrix College in Conway, where he majored in history and political science. He did the research for the Arkansas Council's "Background Report on Arkansas Prisons" and is working with a penal reform group which the Council helped to set up. He is also working with students and local councils.

I don't ordinarily like to receive unsigned letters, but a recent one was a pleasure. Signed only "A(rkansas)CHR," it said only, "It appears that Human Relations are improving in Arkansas. What about Georgia?" Enclosed was a newspaper clipping about the appointment of Negro lawyer Christopher C. Mercer, Jr., as deputy prosecuting attorney for Pulaski and Perry Counties. Prosecuting Attorney-elect Richard B. Adkisson, in making the announcement, said that Mercer would be the first Negro deputy prosecuting attorney in history for the two counties and that he probably would be the first Negro deputy prosecutor in the South in modern times. Among other distinctions, Mr. Mercer worked for two years on the staff of the Arkansas Council on Human Relations.

The Tennessee Council continues to have the luck of the Irish (viz. Baxton Bryant) in their staffing. Not long ago the Inter-County Improvement Association, an organization of approximately 200 Negroes with headquarters in Ripley, made an unusual proposal to the TCHR. They asked to become a chapter and offered to put up $3,000 (cash!) if the Council would find another $6,000 and hire a man to work full-time in rural west Tennessee. The Council

appealed successfully to the Field Foundation and has hired The Reverend Isaac Richmond, Jr., for the job. Mr. Richmond, 28, is a graduate of Lane College, Jackson, Tennessee, with an A.B. in history and sociology. He also has a Master of Religious Education degree from ITC in Atlanta. He has long been active in civil rights efforts.

The Virginia Council instigated and did most of the administrative work for the Conference on People, Religion and a Changing Virginia which was held at the John Marshall Hotel in Richmond on November 28-29. 1,075 people registered for the conference, which was sponsored by all of the major religious groups of the state. Speakers included Dr. George D. Kelsey, professor of Christian Ethics, Drew University; Dr. John F. Cronin, assistant director, Department of Social Action, National Catholic Welfare Conference; Rabbi Jacob M. Rothschild, Hebrew Benevolent Congregation, Atlanta; Warren H. Turner, vice-president, Protestant Episcopal Executive Council, New York; and Dr. Samuel Proctor, president of the Institute for Services to Education, Washington.

Annual Meetings of the Florida, South Carolina, and Georgia Council

All three of the above councils have had excellent annual meetings recently. I won't try to go into detail about each of the programs, but will risk a generalization based on my subjective impressions from attending the South Carolina and Florida meetings and a reading of the minutes of the Georgia one (which, regrettably, I missed). At all three there were reports from local councils that indicate an increasing amount of involvement and important work on the part of their members. How do you measure interest and enthusiasm, except subjectively? But I came away from the meetings greatly encouraged, with the feeling that there are great many people -- white people and Negroes, poor people and economically comfortable people -- who are willing (yearning, even to work together on the problems of community where they live. If that is so, it bodes well for the state councils on human relations, for, as far as I am concerned, that's what they are all about.

And a Bit of Humor

I guess I got a kick out of this story because of the way Yankee liberals have been hanging back on civil rights lately. (This is a slightly adapted version.)

December 27, 1966

It seems that a white southerner moved to Chicago and was determined to get along with the natives. He walked into a local bar, struck up a conversation with the guy on the next stool, and in due course observed, "If you ask me, all Ku Klux Klansmen are S.O.B.'s." His new acquaintance got up, slugged him, and stomped out.

The southerner rubbed his chin and turned to the guy on the other side. "Man, what a character. But I still say all members of the KKK are S.O.B.'s." Whereupon he also flattens him and walks out.

He picked himself up, ordered another drink, and observed to the bartender, "I wouldn't have thought this was Ku Klux Klan territory."

And the bartender replied, "Who said it was? This is S.O.B. country!"

--J. Edwin Stanfield
Director of Field Activities

SOUTHERN REGIONAL COUNCIL, INC.

STAFF DIRECTORY -- JAN. 1967

ALEXANDER, RUTH
215 Piedmont Ave. N.E.
Apt. 1207
525-7142

ANDERSON, ROBERT E.
1945 Dorsey Avenue
East Point
766-8208

ANTHONY, PAUL
1728 Moore's Mill
Road, N. W.
351-1844

BARTLEY, GLENDA (MRS. N. V.)
307 Home Park Ave.
Atlanta, Ga.
872-7906

BOONE, JOHN O.
4261 Bakers Ferry Rd.,S. W.
344-5901

BRESLER, SUSAN
848 Myrtle Street, N.E.
876-1606

COLE, LOUISE
848 Myrtle Street, N.E.
876-1606

COOK, BERNICE
401 Simpson Ter. N.W.
794-0587

CORBETT, LINDA (PENNY)
1473 Emory Road
Atlanta, Georgia

DELUNG, JANE (MRS. H. L.)
1766 N. Decatur Rd., N.E., Apt.16
377-2774

FARMAR, WILLIAM
978 Juniper St. N. E.
Atlanta, Georgia

FRANKLIN, PAT
2800 Gordon Rd., N. W.
Catalina Apts. #28
753-8354

FRIEDMAN, SUSAN
2594 Briarcliff Road, N. E.,Apt.4
636-2120

HOWARD, RUTH (MRS. J. C.)
127 Boling Drive
Forest Park
366-5681

JOHNSON, HATTIE
3219 W. Manor Lane, S. W.
Apt. #B-6 (Not to be given out)

JOHNSON, MILDRED (MRS. H. D.)
2706 Collier Drive, N. W.
799-8832

JORDAN, VERNON E., JR.
2919 Peek Rd., N. W.
794-4931

KNOX, LUESTA
1206 Peachtree Street, N. E.
874-5864

LOCKHART, CAROLYN (MRS. B. T.)
2091 Gordon Road, N.W., Apt. C
755-2328

MANDERSON, MARGE
711 Wilson Road, N. W.
355-2402

MARTIN, KATHARINE (MRS. R. C.)
3016 Surrey Lane
Chamblee
GL 7-7833

MORGAN, NOBBIE (MRS. L. B.)
P. O. Box 172
Winston
942-5079

MORRISON, BERNICE (MRS. H. H.)
3052 W. Pine Valley Rd., N.W.
CEdar 7-8233

OLIVE, THAD
2106 Jones Road, N. W.
799-8040

REED, DORIS
807 Parsons St., S. W.
523-1739

SHORTT, JANET (MRS. T. O.)
2525 Loghaven Drive, N. W.
799-0234

SMITH, JANET
137 P'tree Hills Ave.
237-9835

SMITH, MORELAND
38 P'tree Cir. N. E.
872-2940

STANFIELD, J. EDWIN
2461 Fernleaf Court
351-2185

TILLY, MRS. M. E.
1013 Highland View, N. E.
872-2951

ULMER, AL
420 Lawton Street, S. W.
758-2045

VIA, EMORY
2255 Lenox Road, N. E.
#L-1
636-5829

WALL, MARVIN
4379 W. CLUB DR., N. E.
237-3939

WATTERS, PAT
76 Park Lane, N. E.
875-1993

WOOD, JAMES N.
2025 Peachtree Road
555-8802

TRAYLOR, MELVIN
143 Vine Street, N. W.
525-2187

4/17/67 Please return.

V. S.

V.S. — 4/23 — AM
4/25 — AM

Could you help out on this one day? Especially, maybe, towards end of week. I will go up ~~for~~ at least 1st part of week

Jerry

CLASS OF SERVICE
This is a fast message unless its deferred character is indicated by the proper symbol.

WESTERN UNION TELEGRAM ®

W. P. MARSHALL
CHAIRMAN OF THE BOARD

R. W. McFALL
PRESIDENT

SYMBOLS
DL = Day Letter
NL = Night Letter
LT = International Letter Telegram

The filing time shown in the date line on domestic telegrams is LOCAL TIME at point of origin. Time of receipt is LOCAL TIME at point of destination

409P EST APR 17 67 AA433
A WA236 PD 2 EXTRA FAX WASHINGTON DC 17 346P EST
EMORY VIA, SOUTHERN REGIONAL COUNCIL INC
5 FORSYTH ST NW RM 201 ATLA
WOULD YOU BE AVAILABLE TO REACH FOR AS MUCH TIME AS POSSIBLE
AT TRI-STATE LABOR SCHOOL, MAY 21-26? INVOLVES VIRGINIA, NORTH
CAROLINA, SOUTH CAROLINA; WILL BE HELD AT CAMP ROCKMONT. BLACK
MOUNTAIN, NORTH CAROLINA. PLEASE CALL TUESDAY OR WEDNESDAY.
WE WOULD ALSO LIKE TO HAVE VERNON JORDON IF POSSIBLE
GEORGE T GUERNSEY ASST DIR DEPT OF EDUCATION
(04).

B- 26928

Memo

TO: VEJ and E.S.

From: EFV

I would like to have as soon as possible the names of some reliable contact persons in Greenville, South Carolina who would be of assistance inna project to encourage employment opportunities in the textile industry in that area. They should be people that someone like myself or Jean Fairfax could talk with or who could be in contact with representatives of concerned federal agencies. On the first level the agencies would be interested in some current information on the community itself-general attitudes, posture of political leadership, some evaluation of management,the state of race relations, and the nature and extent of civil rights activities.

Although this is preliminary activity, it is beginning immediately. However, I would urge you not to give this move publicity at this time since it is very important that the various agencies involved be allowed to state their own case in their own way.

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Memo

TO: VEJ

FROM: EFV

George Guernsey would like to make definite your participation in the Tri-State Labor School on Thursday May 25th. The school will be held at Camp Rockmount, Black Mountain, N.C. His apologies for not having been in touch with you directly rather through his telegram to me.

I am very glad that you are going to be able to make it.

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MEMORANDUM

TO: Professional Staff and Research

FROM: Emory Via

I have gone through the attached inventory of Research and attempted to mark by red pencil those items which might hold some interest for us either because they suggest Adult Education approaches or because they are relevant to our direct program interest. In most cases where I spotted a Southern sponsor of the research this has been underscored.

I pass it on to you fof what ever value it might have.

EL:

There is in the world an animal known as a "copy-set" which is a sheet of file copy quality paper with a throw-away type carbon paper. These animals come in ready assembled boxes of 500 and in white, green, and yellow.

Cost-wise, they are actually cheaper than the system we now use, as illustrated below:

(these figures are not for quantity lots, which would be about 15% cheaper on all items)

good quality carbon paper, such as we use: $5.25/100 sheets, which, used ten times per sheet, would do 1,000 copies.

seafoam bond, which we use for file copies, $2.35/500 sheets.

Using this set-up, it costs us $ 9.95/1000 copies.

Using copy-sets, which cost $3.85/500, it would cost us $7.70, for a savings of $2.25/1000 copies.

The advantages are: no time is lost assembling carbons, the copies are consistently clear.

Disadvantage: one small one: the quality of the paper on copy-sets is slightly inferior to seafoam bond, but for file copies I don't think this makes a difference.

PLEASE!!!

JB

MEMORANDUM

TO: Paul Anthony

FROM: Emory Via

What sort of 'facilities' does the North Carolina Fund have which they offer SRC the use of? Would they include a small (or large) conference or institute site suitable for labor program activities? What costs, etc.?

Dwight:

Here is a mixture of materials which you can use as you see fit. The three maps give information on population distribution by race, income distribution, and the shifting Negro population. The voter registration information is a current statement of a changing situation. The list of counties with more Negroes eligible by age to vote than whites is simply another way of pointing up a Southern difference. The other memorandum on voting called "What Happened in the South?" reports on some of the voting patterns in the 1964 elections.

I am attaching a separate memorandum to the issue of the New South. This is its first appearance as a quarterly.

Three items that deal with schools are included. The one on Black Belt Schools may be especially useful for your purposes and is fairly recent. The psychiatric study is a little older but browse it for what usefulness it might have. The special report on school desegregation simply summarizes a variety of problems that still beset this unfinished task.

The Economic Status of Negroes will provide some general background information regarding economic growth as well as the current economic status of Negroes as of 1960.

It would be useful to glance at the special report "Southern Justice: An Indictment" as one further way of distinguishing the South although this pamphlet aims primarily at court practices and especially deals with jury selection. It reveals that the whole operation of law as an instrument of society has special problems in the South and contributes in its own special way to these problems.

The two folders on the Southern Regional Council itself are simply for your own information. You might want to send one along with the other materials if you think an explanation of the S.R.C. would be helpful.

I hope all this helps in some way.

Emory F. Via
Director,
Labor Program

EFV:jb

JB file

MEMO TO: PA
VJ
AU

FROM: EFV

Today I had a call from a Mr. Albert Fuentus (?), who is with the Texas organization PASO (P_____ Association of Spanish Organizations; could P"be T for Texas?) Mr. Fuentus has talked with Bob Alexander and Hank Brown and thinks that we will be having some project with Spanish-speaking Americans in Texas. His worry seems to be that his and like organizations will be over-looked. He has a general complaint against outside money that comes to white leaders and never finds its way to Mexican Americans or Negroes.

He says this view is shared by a Mr. Durham and a Mr. Sutton and Frances Williams, all of whom had evidently spoken with Hank Brown.

One specific example which he gave was Larry Goodwin's use of voter funds (could these have come from SRC?) which funds were granted on the basis of information and analysis which Fuentus says he and others did and that Goodwin returned from a meeting in Atlanta having received money and began to tell "everybody what to do".

Particular reference was made to the Crystal City campaign which Fuentus did not feel good about as an example because of its complete segregation in everything from city facilities to city records. Fuentus was also suspicious of money that went to the GI Forum or LULACS (Leadership U_____ Latin-American Citizens S_____).

This all sounds to me as if it is the second round on the rumor from Hank Brown to Don Slaiman that we were making some grant of money to Hank for working with Latin-Americans.

Fuentus also said that he's been active in establishing a non-profit corporation under OEO and I believe he mentioned either credit unions or cooperatives. If he's been successful in these it may be of interest to Al.

Fuentus can be reached at 438 International Building, San Antonio, Texas. He says his organization relies primarily on volunteers, and money is tough to come by; and he realizes that they have real problems maintaining communication within and outside the state. I pass this on for what it is worth. If we are planning nothing in Texas at this time perhaps I should write him saying so. We should find out what Hank Brown or someone said at the November meeting that makes them think we're sending money to Texas. I believe Fuentus said that PASO (TASO?) grew out of the Kennedy Clubs.

MEMORANDUM

TO: Pat Watters

FROM: Emory Via

I note from The Idea of the South (ed. by Frank Vandiver) that Richard B. Harwell and Louis D. Rubin have interests in Southern literature.

I like the one thing by T. Harry Williams that I have read, Romance and Realism in Southern Politics.

Are any of these useful to you?

EFV:jb

MEMORANDUM

TO: Vernon Jordan

FROM: Emory Via

I saw your memo to John Wheeler re: movement's impact on poverty program.

Is there a follow-up in this for SRC? A possible article on the whole matter, or a "look-see" at bi-racial novelty committees to see if anything further has flowed from them?

Should we place this on Information or Research's agenda for future attention?

MEMORANDUM

TO: PA

FROM: EV

RE: Morris Mitchel's Friends World University and need for books:

Do we have hardcovers which we have distributed that we could send copies to him? Anything from Warren's Segregation through Willie Mae, to Dabbs

MEMORANDUM

March 10, 1966

TO: Paul Anthony

FROM: Emory Via

Is Hollis Edens of Babcock Foundation the same Hollis Edens of Duke University and Emory University?

John Griffin and others would know him if that helps

MEMORANDUM

TO: Paul Anthony

FROM: Emory Via

Paul, at what point, if any, should my summary of relations with NILE (or similar statement) go to any other parties? For example, HCF or someone at Taconic?

MEMORANDUM

TO: PAUL ANTHONY

FROM: EMORY VIA

Now that we have taken to "dictating", where the hell is the electrical outlet?

MEMORANDUM

TO: ED STANFIELD

FROM: EMORY VIA

I thought you would like to know of the attached. I am sure we could get more to send to state councils if you thought useful.

I know that the project hopes to get more Southern teachers involved this year. Last year 90% of all the teachers were white northerners.

MEMORANDUM

TO: PAUL ANTHONY, ED LEWIS

FROM: JOAN BROWNING

RE: Paul's request that one hour each day of my time be alloted on a regular basis to helping with New South subscription work

Emory and I discussed this yesterday, and concluded that if some hour soon after lunch would be useful to Janet, we should try it for a while to see if it works before making a firm commitment.

Along a similar line, I would like to make a request. The reason:

It seems that I have become the world's "friend at court" so far as crisis typing is concerned. This is flattering, and fine, but sometimes it takes a big chunk of my day -- for example, today I spent from 2½ to 3 hours doing non-Labor Program work. While it's true that the Labor Program didn't collapse because of this, and it's true that I had no pressing work which required right-this-minute attention, I would be happy to have gotten on with it. And for the most part, my work is of a sort that cannot be delegated to VEP or others during their unlikely lulls simply because it would be easier for me to do it than explain it to somebody else.

So my request is this:

1. When the need for a typist arises, I personally would prefer that Emory be asked about the availability of my time; this for two reasons: first, I don't feel I can say "no" to a member of the professional staff, and secondly because my first priority is to assist Emory and he should get the option of alloting my time.

2. Could we establish, somehow, a system for securing additional typing help other than the "friend at court" system? While I realize (smile -- no, grin) that I'm the best, friendliest, most cooperative typist on the staff, there are other typists in programs which don't require got-to-get-it-out today sorts of work, and who perhaps could be available for crisis typing from other programs.

Anyway, I'll be happy to help Janet Smith if she can use me from, say, 2:30 to 3:30 every day.

cc: Emory

MEMORANDUM

TO: GLENDA BARTLEY

SAMUEL ADAMS

JOAN BROWNING

AL ULMER

FROM: EMORY VIA

I would like to see materials relating to migrant labor, especially those that pertain to Florida, and the east coast migrant situations. If you have any clips, studies, pamphlets, books, or references to any of these would you please call them to my attention. I am not asking so much forpast materials as for those which are currently in your hands or will be passing through them in the future.

Thank y'all.

MEMORANDUM

TO: PA
ES
AU

FROM: EV

Although the level of writing is still high for

the seriously disadvantaged, would this pamphlet be useful to parents of newly integrated children or to those working with them, e.g., Councils on Human Relations and AFSC?

MEMO

TO: WHOM IT MAY CONCERN

FROM: EMORY VIA

I have the following background reports from the Congressional Quarterly Service for your use if of interest:

Housing a Nation

Federal Economic Policy, 1945-1965.

M E M O R A N D U M

TO: THE SRC STAFF AND OTHERS

FROM: EMORY F. VIA

RE: "THE INHERITANCE", A FILM PRODUCED FOR THE AMALGAMATED CLOTHING WORKERS OF AMERICA, AFL-CIO

You are invited to see a film, "The Inheritance", at 4:00 p.m. Tuesday (June 14).

The reasons why you are invited and that I would urge you to see it if you can are several:

1. I have it on hand;
2. It's an excellent film, artistically and technically;
3. It deals sympathetically and forcefully with important events in labor history;
4. It has an interesting low-key civil rights message;
5. I would very much like to have your reactions as to the usefulness of this film in explaining labor history to non-labor people and whether or not its content has other uses in the South.

We will show it in the conference room. I hope you can make it.

Emory: I don't know how it might be done, but I think the chief value of this film for right now would be in countering nationalist and separatist tendencies among Negroes. It is an irony that what struck me most was how it said very effectively that whitey has gotten his lumps too, that injustice etc. is not ~~xxxxxxxxx~~ reserved for Negroes only. On a deeper level, it should ~~xxxx~~ convey, too, to Negroes sensitively enough attuned to such, ~~xxx~~ some of the roots in brutalization and the fight for survival of present-day unfortunate traits of whitey--including his materialism. Anyhow, it is as thought-provoking a piece of propaganda as I have seen since the old I&E days in the army. Patw

Inter Office

MEMORANDUM

TO: Bob Anderson

FROM: Emory F. Via

Tommy tells me that it is easier to make an estimate on reprints from New South when the page proofs are ready. This way they will know what pages and how many lines are involved. He feels that cost will be nominal, if those pages are given an extra run at the time of the original printing.

Since I may be interested in reprints of the Munts article would you either let me know when those pages proofs come in or else have Tommy give you the estimate in case I am out of town.

Thanks.

hj

Memorandum

TO; PA

From: EFV

All things being equal, I would like more information on the adult education meeting sponsored by Southern Education Foundation on Jan 26th and would like to attend.

Thanks

April 2, 1970

M E M O R A N D U M

TO: Resources Development Center
Reece Cleghorn, James N. Wood, Jr., Moreland Smith,
Art Campbell, Kitty Griffith, Stan Alexander. Also
Bob Anderson and Paul Anthony

FROM: Emory F. Via, Director, Resources Development Center

- o -

We will meet Monday, April 6th, at 10:30 a.m. Towards the end of the meeting the following members of Southern Regional Council staff have been requested to meet with Nobbie Morgan: Cleghorn, Wood, Via, Smith, Campbell, Anderson, Anthony.

Thank you.

EFV/km

Memo

May 8, 1970

The election of a grievance committee has been completed. Those elected to serve are:

Art Campbell

Ruth Vick

Charles Rooks

A later announcement will be made on the selection of an alternate.

Doris Reed and Ruth Howard
For the Administrative Committee

The term 'professional' at the Council has been troublesome. It gets used as shorthand for program directors; it is used differently in the Annual Report; and undoubtedly has many other uses.

I have no idea whether this memo assists in explaining anything to you. If not, I would be pleased to meet with all of you or with a delegation which you select.

It is my plan to confess error more breifly than this to the staff meeting tomorrow.

August 17, 1970

M E M O R A N D U M

TO: Janet Smith

FROM: Emory F. Via

RE: Additions to publication subscription list

Will you please place the attached 18 names on the publications subscription list. The bill for all of the subscriptions should go to the Human Resources Development Institute, AFL-CIO, 815--16th Street, N.W., Washington, D.C. 20006, marked to the attention of Olga Corey.

M E M O R A N D U M

TO: Clarence "Butch" Wright

FROM: Emory F. Via, Director of Resources and Development Center

DATE: August 25, 1970

In case I forget to tell you, there is a meeting this afternoon (August 25) at 4 p.m. with Paul Mathias. Mathias is the Director of the South Carolina Council on Human Relations. He will talk to us about a rural land program proposal which the South Carolina Council is undertaking.

Attached are copies of the staff list, SRC Board,Members, and the Human Relation Councils and their addresses. I thbough they might be of interest to you. Please feel free to discuss them with me at anytime.

September 2, 1970

Mr. Charles Morgan
Regional Director
ACLU
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

Dear Chuck:

Would you be so good as to look these materials over. They propose a study of the Wallace type voter, plus a look at what might be described as the "New Populism".

Your critical comments would be most appreciative as to what should further be included or omitted. Beyond that, how important do you feel it is to continue to look at the Wallace phenomenon in this way? Is it important as contrasted to other possible choices for attitude surveys or investigations into political matters?

Thanks.

Sincerely,

Emory

EFV/gms

MEMO

TO: Paul Anthony

FROM: Emory F. Via

RE: Raymond Wheeler's meeting with the Secretary of Labor

DATE: September 3, 1970

-o-

The meeting is definitely scheduled for September 14 for lunch. The lunch will be at 12:15 in the Arkansas Room (10th floor) of the Sheraton Biltmore. It will be informal (could not be so very large in that room).

The luncheon is scheduled for just one hour and a half. Raymond could either play it by ear or have a brief statement about how he and/or SRC view some of the problems in the South. The Secretary (James Hodgson) will have reviewed some "bare bones" information on SRC (Algood says that he has been unable to reach Wheeler by phone, so he will send a letter to him today.)

If Raymond wants it, I would be happy to brief him about our relations with the Department of Labor. In general, they have been quite good though limited under the new administration. Most of the regional men have remained the same and we have conducted at least two cooperative programs with the Regional Office. Some of their people are quite good and quite sympathetic to SRC--a few are a different matter.

Since the time of the meeting is so limitied, do we want to think of anything use of Wheeler's time? Of course, if he would like to come in in the morning, we could discuss anything he would like regarding the Labor Department or some highlights to go into his statement.

Let me know if you want me to do anything further on this.

MEMO

TO: Reese Cleghorn

FROM: Emory F. Via

DATE: September 15, 1970

Attached is a copy of the letter and of the information sheet sent to invitees to the research seminar.

Would you be so kind to follow the invitation with a phone call at your earliest convenience to the following:

Eugene Odum

Thanks.

Mike

September 18, 1970

Mrs. Kathy Martin
3016 Surry Lane
Chamblee, Georgia 30005

Dear Kathy:

I have been meaning to write you for sometime. A few weeks ago I heard from Darrell Wilkins that you requested the surrender of your retirement plan with the Southern Regional Council. We had been carrying you on this plan and on the health plan as if you were on leave of absence. Your actions in this matter indicates that your employment with us is fully terminated. I am sorry.

My best personal wishes to you and to your family.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

PAUL ANTHONY
EXECUTIVE DIRECTOR

TO: Paul Anthony, Executive Director

FROM: Emory F. Via, Chairman, Administrative Committee

DATE: September 18, 1970

There are several matters which the Administrative Committee would like to bring to your attention.

1. Could we hear from you by October 1 regarding how you plan to handle the matter of job descriptions. We would like to see this problem handled with dispatch.

2. Separation of VEP from SRC. Charles Rooks is no longer a member of our Committee. Would you please appoint someone to serve in his place.

3. You are aware that the elections have already been held to select a member and an alternate to the Grievance Committee.

MEMO

TO: Bob Anderson, Reese Cleghorn, Clarence Wright, Paul Anthony

FROM: Emory F. Via Emy

DATE: September 18, 1970

Jerry Everhardt called on his way to the University of Chicago and reported that the Charlotte TV station WBTV is doing an excellent job with some public service spots, using community leaders, trying to take the sting out of the opposition to school desegregation. Should we get a further report on this?

JOHN H. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
PAUL R. CHRISTOPHER, VICE-PRESIDENT
CHARLES G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
RAYMOND M. WHEELER, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

September 18, 1970

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My best personal wishes to you and to your family.

Sincerely,

Emory

Emory F. Via, Director
Resources Development Center

EFV/gms

MEMO

TO: Art Campbell, Clarence Wright, Jim Wood, Reese Cleghorn

FROM: Emory F. Via Emy

DATE: September 18, 1970

Joe Segur of the Southern Florida Migrant Legal Services will be visiting with Paul on Thursday and Friday of next week, (September 24-25).

Paul would like for us to meet with him and give him some idea of the kinds of things we do.

JOHN H. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
PAUL R. CHRISTOPHER, VICE-PRESIDENT
CHARLES G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
RAYMOND M. WHEELER, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA, GEORGIA 30303
522-5764

September 18, 1970

Miss Joann Brabson
Personnel Director
United Planning Organization
1100 Vermont Avenue, N.W.
Washington, D.C., 20005

Dear Miss Brabson:

John S. Alexander worked with me in a part-time capacity for the better part of a year. I think he would make a good addition to your staff. He gets along well with others and is of good character. Although I had some reservations about his research ability, I was asking him to do things quite foreign to his experience and training. It is my impression that he did quite well with his graduate study at Atlanta University. He shows particular strengths in working with community groups.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

File

MEMORANDUM

TO: Paul Anthony, Jim Wood, Paul Gaston, Bob Anderson, Reese Cleghorn

FROM: Emory F. Via

RE: Arrangements for the Research Seminar

DATE: September 29, 1970

We will meet Wednesday morning at 10:30 to discuss the final arrangements for the Research Seminar. Please note the attached status report on those invited to attend.

RESEARCH SEMINAR STATUS REPORT

The following people have accepted our invitation to attend the research seminar.

Weld Carter
Anthony Cataneese
Fred Crawford
Moye W. Freymann
John A Griffin
Tobe Johnson
Alex B. Lacey
James R. Leutze
C. Eric Lincoln
Herman H. Long
F. Ray Marshall
John Monro
Eugene Odum
Gary Orfield
James Prothro
Carol VanAlstyne

Those listed below are unable to attend the seminar.

Andrew Billingsly
Henry T. Clark
John S. Coleman
Samuel D. Cook
Marian Edleman
Joel L. Fleischman
Eugene Genovese
Niles Hansen
Sam M. Nabrit
Thomas Pettigrew
Charles Silberman
Edgar A. Toppin
Harrison Wellford

Those persons listed below have not given any response.

George Bryant
Ruby S. Martin
Thomas H. Naylor
Julius Scott
Basil Whiting

TO: Bob Anderson, Paul Anthony, Art Campbell, Reese Clegnorn, Morland Smith, Pat Watters, Jim Wood, Clarence Wright

FROM: Emory F. Via

RE: Research Seminar, October 9-11, 1970

DATE: October 5, 1970

You are invited to take part in the Research Seminar this coming weekend. A schedule is attached. If you are unable to attend, please let me know. Also, if you will not attend either the dinner or luncheon, please let me know.

Because so many SRC staff people will attend relative to the size of the invited group we are setting a few ground rules. We will limit the number of staff actually sitting at the table to four or five at any one time. Paul Anthony will need to be at the table throughout. Emory will share the chairing with George Esser so may be at the table a little more than half time. We have agreed that the staff will rotate. I think this can be done informally, but if you like, I could suggest a starting group for Friday evening. Of course, anyone sitting to the side feeling a desperate need to speak could get another person to shift off with him.

Remember that a primary purpose is to pull ideas from the invited group so that we should not dominate the discussions. It is also important for staff to interact with the invitees; however, some of this can take place at meals and during the socials.

MEMO

TO: Paul Anthony, Paul Gaston, Art Campbell, Jim Wood
Bob Anderson, Reese Cleghorn, Horace Barker

FROM: Emory F. Via E.F.V.

RE: Research Seminar

The meeting to discuss the research seminar, post mortem and follow up, will be held

Wednesday, October 14
10:30 a.m.
SRC Conference Room

Please be there. Thanks

RDC ROUTING SLIP

WRIGHT
M. SMITH
CAMPBELL
CLEGHORN
HOWARD ✓
SAPP
VIA
O'NEILL
TERJEN
FANCHER
Varner
Barker

M E M O R A N D U M

TO: RDC Staff
FROM: Emory F. Via, Director
DATE: October 29, 1970
RE: Job descriptions

You will recall that we were requested to have a job description for each Council job. These were to have been worked out with you immediate supervisor. They are due by November 1, 1970.I trust that you will find time to see that this task is completed.

EFV/gms

October 29, 1970

M E M O R A N D U M

TO: Resources Development Center Staff

FROM: Emory F. Via, Director

DATE: October 29, 1970

RE: Annual Meeting

This is just a friendly reminder of what you already know. The Annual Meeting will be November 17 and 18. Please plan to be available for these dates.

EFV/gms

SRC ROUTING SLIP

DATE_____

__ANTHONY	26	__MORGAN	35
__ANDERSON	24	__MORRISON	21
__BARKER	38	__O'NEILL	29
__BROTHERS	36	__REED	20
__BOWKER	31	__SAPP	5
✓CAMPBELL	28	__SMITH, J.	9
__CHILDRES	22	__SMITH, M.	27
✓CLEGHORN	37	__TERJEN	4
__EDDY	34	__VARNER	38
__FANCHER	29	__VIA	30
__GASTON	33	__VICK	39
__HINTON	25	__WATTERS	32
__HOWARD	8	__WOOD	6
__JACKSON	7	__WRAY	25
__MANDERSON		__WRIGHT	0
__MEEKINS	7	__VEP	522-7495

FOR YOUR	PLEASE
Information__	Note & Return✓
Approval__	See Me__
Comment__	Respond__
File__	

REMARKS:_____

MEMORANDUM

TO: STAFF MEMBERS OF RESOURCES DEVELOPMENT CENTER

FROM: Emory F. Via

RE: MEETING

DATE: November 12, 1970

There will be a meeting of the staff members of RDC on Monday, November 16, at 10:00 in the conference room. If there are any changes, you will receive a notice to the contrary.

Thanks.

Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

PAUL ANTHONY
EXECUTIVE DIRECTOR

File

December 4, 1970

~~M.S., B.W., A.C., M.V.~~ (L.H.)

MEMO TO: Members of Resource Development Center Staff

FROM: Emory F. Via, Director, RDC-SRC

RE: Office Hours

It has come to my attention that a number of employees are lax regarding arrival and departure times and the length of lunch hour. While I have no reason to think that the R.D.C. staff is a greater offender than any other segment of SRC, we clearly need to do better.

The established hours are from 9:00 A. M. - 5:00 P. M., with one hour for lunch.

I know that professional staff cannot humanely keep rigid hours because of their travel, and evening and weekend work. But this fact puts a greater burden on the clerical staff to adhere to the established schedule so that information requests can be handled and the work of SRC accomplished.

M E M O R A N D U M

TO: Paul Anthony

FROM: Emory F. Via

DATE: January 20, 1971

I talked with Dean Howard B. Gundy and Leslie J. Shellhaser of the University of Alabama School of Social Work. I think it was a good conversation and that we can work with them and with the opportunities for one student used here (but should be judged in comparison to students from other schools) or as a useful resource if we are able to start the intern-technical assistance program.

When you are over there in April to talk with the librarians, they hope that you will stop in and talk with them and with some potential interns.

Also they have been related through a HUD contract with a housing program in Tuscaloosa. I think it would be useful for Art to at least see what they have been doing and whether some of those people are of especial interest to us.

Similarly, they have nine (9) people working in school desegregation situations under a faculty member by the name of James McMann. I am hoping that Leon can visit with him on one of his trips over to Alabama.

EFV/gms

M E M O R A N D U M

TO: Paul Anthony

FROM: Emory F. Via

DATE: January 20, 1971

What are the plans for the publication and press releases on the Education Report? Would it be advisable for one piece of it to be published ahead of the main body with accompanying press release? I would like to talk with you on this.

EFV/gms

RDC ROUTING SLIP

DATE January 21, 1971

✓	CAMPBELL	28	✓	SMITH, M.	27
✓	CLEGHORN	37		VARNER, M.	38
NO	GRIFFITH	4		VIA, E.	30
✓	HOWARD	8	✓	WRIGHT	0
✓	SAPP	5	✓	Wood	

PLEASE

Note & Return ✓

Kitty will not be here.

Ruth placed the date on R.C. Calendar. GMS. Called R.C. He will be here for meeting GMS 1/21/71

M E M O R A N D U M

TO: Resources Development Staff Members

FROM: Emory F. Via

DATE: January 21, 1971

There will be a staff meeting on Monday, January 25, at 10:30 A.M. in the conference room. Please let me know if you are unable to attend.

Thanx.

EFV/gms

JAN 26 1971

MEMO

TO: Paul Anthony

FROM: Emory F. Via

DATE: January 25, 1971

Emy

I still think it would be a good idea to have a hefty representative sample of publications (perhaps everything for the last year) on hand for the Review~~ing~~ Committee. I think it should include press releases. This would give the committee members a chance to see the variety and volume and would allow anyone referring to a publication to be able to show it.

EFV/gms

M E M O R A N D U M

TO: Paul Anthony

FROM: Emory F. Via

DATE: January 27, 1971

RE: Cost of Living Increases

The latest figures listed by the Bureau of Labor Statistics are for November. Those figures show a 5.6% increase over November a year ago. The December figures will be released on Friday, and I would assume at the same time that the figures for the last quarter of 1970 will also be released.

For the Atlanta area the increases were:

First Quarter	-	5.6%
Second Quarter	-	5.9%
Third Quarter	-	4.9%

I am not sure when the fourth quarter figures will be available.

I believe that my original guesstimates of between 5.5 and 6% is still correct.

EFV/gms

M E M O

TO: Paul Anthony
FROM: Emory F. Via
DATE: March 4, 1971

Three or four things less they be lost from mind:

1. Don Slaiman called to give us advance notice of the grant from AFL-CIO. It was for 5 rather than for 10.

2. Slaiman plans to be in town March 16 for a meeting but will try to be in touch with us.

3. If it is determined that the annual meeting cannot be the 24th, will you let me know as soon as possible since that is the date we had picked for the Employment Discrimination Strategy session.

You may want to consider whether having my meeting on the 25th would in any way confuse things. Three or four executive committee, board and review committee people will be involved.

3/5/71

Copy to PA:

f.y.i. and because more detailed info may be required or if they don't do a better prep job next time then our friends should be criticized!

Gene

The National Urban Coalition

2100 M Street, N.W.
Washington, D.C. 20037
(202) 293-7625

Senator Harris "hearings" Atlanta

Emory,

Enclosed are the two documents which I promised to return to you. Thanks very much for your assistance and for the use of these documents. I will be in touch with you prior to a return visit by staff members.

Cordially,

Tex Wilson

P.A.: supplied to them for background

1) Civil Rtgs. in Ga. – W.J. for Com. on Ed'l goals
2) Stadt Achievement in Atl. Publ. Schools – Better Schools Atlanta June 1966
3) The Atlanta Employment Survey July 1968 – B.L.S.
4) Characteristics of Households Identical B.L.S. survey.

MAR 5 1971

MEMO FROM THE DESK OF: PA

Emory F. Via

DATE 3/5/71

FOR YOUR INFORMATION ☐

PLEASE NOTE AND RETURN ☐

FILE IF INTERESTED ☐

Supplied to them for background:

1. Civil Rights in Ga.--VJ for Commission on Educational Goals
2. Student Achievement in Atlanta Public Schools--Better Schools Atlanta,
3. The Atlanta Employment Survey, July, 1968-June, 1969. BLS
4. Characteristics, Heads of Households BLS Survey

And because more detailed info maybe required or if they don't do a better prep job next time then our friends should be criticized.

File

M E M O

TO: Paul Anthony
FROM: Emory F. Via
DATE: March 10, 1971

Some days ago I asked Galen Martin to give me a reading on the new Regional Director of HEW. Although Galen knew that some civil rights types have harsh judgments to make about Groschelle. He feels that the man will be attempting to do a professional and thorough job. Of course, this is not to overlook that he is a politician and understands the political game. For the moment Galen assumes that Groschelle thinks that the administration wants him to perform his duties.

For what it's worth, that's it.

His recommendation is that he be approached as if he is expected to do right. Of course, this is not to overlook that he is a politician and understands the political game.

EFV/gms

DRAFT

M E M O

TO: Reg~~inald~~ Murphy
FROM: Emory F. Via
DATE: March 11, 1971

Thanks for agreeing to Meet with Bob McGlotten. He can make it at 11 o'clock Friday morning, March 12.

~~I have~~ Attached is a biographic sheet which I asked his office to send. He is in town ~~to conduct~~ for a three day meeting of the field staff of the Human Resources Development Institute (AFL-CIO) and elected Union officials from this region.

He is an able~~d~~, young (compared to some of us) black man. He is quite expert in the field of Outreach Programs and in Hometown Plans. These are programs, as you know, designed to bring minority ~~group members~~ worker into the construction trades. To some degree he serves as an official spokesman for what unions might do where a Hometown Plan is being developed. ~~but~~ However he is~~, of course,~~ committed to real change ~~in those sections~~ where blacks are still excluded or discriminated against.

~~Of course,~~ ~~my~~ My interest ~~at this junction~~ is simply to provide ~~additional~~ background information for any future discussions of an Atlanta plan.

You may recall that the local Outreach Program is

~~is~~ operated ~~as a part of~~ by the Urban League~~'s~~ Program with some ~~cooperation from~~ involvement of the building trades. ~~The~~ Their program is known as LEAP (Labor Education Action Program).

I do not plan to join you and McGlotten; however, if I can provide any further information or another backgrounding session from a different point of view, I would be happy to do so.

My sincere thanks for your interest

EFV/gms

M E M O

TO: Bernice Morrison

FROM: Emory Via

DATE: March 16, 1971

Are we regularly receiving the publications of the National Education Association and especially those from their center for Human Relations?

EFV/gms

M E M O

TO: Bob Anderson, Reese Cleghorn
FROM: Emory Via
DATE: March 16, 1971

EV

When you are thinking about the North Carolina Task Force recommendations for school desegregation and the Title IV Center, would you also consider whether parts of "Planning Educational Change, Integrating the Desegregated School" would be useful. Should we at least include it as suggested reading which we could supply?

EFV/gms

M E M O

TO: Bernice Morrison

FROM: Emory Via

DATE: March 16, 1971

Are we regularly receiving the publications of the National Education Association and especially those from their center for Human Relations?

EFV/gms

M E M O

TO: Leon Hall

FROM: Emory Via

DATE: March 16, 1971

EV

Look at page 12. It maybe an assist whenever dealing with NEA affiliates or members.

Also, have you had a chance to consider whether portions of "Planning Educational Change, Integrating the Desegregated School" would be useful to send to principals or school administrators.

EFV/gms

M E M O

TO: Bernice Morrison

FROM: Emory Via

DATE: March 16, 1971

EV

Are we regularly receiving the publications of the National Education Association and especially those from their center for Human Relations?

3/17/71

No. We usually request special ones.

BSM

EFV/gms

File

M E M O

March 17, 1971

Mr. Ken Vallis
The BLK Group, Inc.
1730 "M" Street, N.W.
Washington, D.C. 20036

Mr. Phil Hammer
HAMMER, GREENE, SILER Associates, Inc.
1140 Connecticut Avenue, N.W.
Washington, D.C. 20036

Dear Ken and Phil:

Your last proposal regarding how to undertake the background economic study of the ten county area in Mississippi has been given considerable thought. We have discussed it at length here and with the other parties interested in funding and using the study. We have concluded, reluctantly, that it will not be possible to achieve the results we hoped for within the budget possibilities with your firms. We are going ahead with an alternative approach which we trust will achieve the desired results. Only time and experience will show whether we will succeed.

I want to thank you both for the time and thought put into the proposal and the attempts to refine it and cut it to size. We regret very much that a satisfactory arrangement could not be worked out. Perhaps another

time and under different circumstances we can find ourselves in a joint undertaking.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

cc: Basil Whiting
George Esser
John Roblin

M E M O

TO: Betty Childress, Nobbie Morgan, Receptionist Substitutes

FROM: Emory F. Via

DATE: March 17, 1971

It is possible that during the next few weeks calls will come for Emory Via, or for the American Arbitration Association, or for Dispute Settlement Center or some garbled version of one or all of these. Such calls should be referred to me. My name and number are being used in some local advertising of the Dispute Settlement Center (sponsored by AAA)--A non profit agency to assist in resolving disputes. If I am not here, please refer calls to Gwen or if she is out, please take a message.

THANX

EFV/gms

M E M O

TO: Ray Marshall

FROM: Emory F. Via

DATE: March 19, 1971

Althought it is quite likely that you have already seen the enclosed mailing from The National Assembly, I thought that it might be of interest to you.

EFV/gms

M E M O

TO: James Hefner

FROM: Emory F. Via

DATE: March 19, 1971

Although it is quite likely that you have already seen the enclosed mailing from The National Assembly, I thought that it might be of interest to you.

EFV/gms

M E M O

TO: Al Kehrer

FROM: Emory F. Via

DATE: March 19, 1971

Although it is quite likely that you have already seen the enclosed mailing from The National Assembly, I thought that it might be of interest toyou.

M E M O

TO: Reg Murphy, Editor, CONSTITUTION

FROM: Emory F. Via

DATE: March 19, 1971

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EFV/gms

M E M O

TO: Al Kehrer

FROM: Emory Via

DATE: March 19, 1971

Perhaps you have seen this. Is it something we should discuss before the hearings begin?

EFV/gms

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TO: Ray Marshall

FROM: Emory F. Via

DATE: March 19, 1971

Althought it is quite likely that you have already seen the enclosed mailing from The National Assembly, I thought that it might be of interest to you.

EFV/gms

File

M E M O

TO: Those interested in incidental information
FROM: Emory F. Via
DATE: March 24, 1971

Reese gave me the clips on four news releases ~~and~~ The clips come only from papers which SRC takes. I thought several of you would be interested in some aggregate figures. The four releases together appeared in four national newspapers, one national news magazine, one national opinion magazine, two other opinion publications in ten states and 15 cities. The circulation for the daily papers (still for all four stories together) was 11,300,000.

REGISTRATION FORM

Rural Housing Workshop
Quality Motel--Washington, D. C.
March 24-26, 1971

MAR 2 1971
mailed

To: Clay L. Cochran
Rural Housing Alliance
500 Dupont Circle Building
1346 Connecticut Avenue, N. W.
Washington, D. C. 20036

From: Name ARTHUR C. CAMPBELL
Organization Southern Regional Council
Address 5 Forsyth St. 30303
Atlanta, Georgia

☒ I plan to attend the Rural Housing Workshop on March 24-26, 1971.

☒ Enclosed is my check for $20 to cover the registration fee and the luncheon on Thursday, March 25, 1971.

☐ I am a Self-Help Housing Project Director or VISTA Volunteer (exempted from the $20 registration fee.) I plan to attend the luncheon on Thursday, March 25, and have enclosed my check for $5.

Note: If you plan to stay at the Quality Motel, please send the enclosed reservation card directly to the motel.

PS:mhl
2/17/71

QUALITY MOTEL—CAPITOL HILL

415 New Jersey Avenue, N.W. • Washington, D. C. 20001 • (202) 638-1616

Please reserve:

☒ Single room ☐ Twin room
☐ Double room ☐ Other (please specify)

Name of Convention or Meeting Rural Housing Alliance
Date of Arrival 23 March Hour Evening 6-8 pm
Date of Departure 26 March
Name ARTHUR C. Campbell
Address Southern Regional Council 5 Forsyth St
City Atlanta State Ga. Zip 30303

M E M O

TO: Art Campbell
FROM: Emory F. Via
DATE: February 18, 1971

I went ahead and registered you for the workshop in case they really meant to hold it down to 50 people. I thought you would want to go if your schedule allowed. Incidentally, do you get the Rural Housing Coalition Newsletter?

February 18, 1971

Rural Housing Alliance
1346 Connecticut Avenue, N.W.
Washington, D.C.

Dear Sirs:

We would like to make the following registration for the three day (March 24-26) Rural Housing Workshop:

Mr. Arthur C. Campbell, Co-Director
Housing and Planning Project
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia 30303

In the event that Mr. Campbell is unable to attend, another member of our staff will substitute for him.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

File

MEMO

TO: Clarence Wright
FROM: Emory F. Via EFV/gms
DATE: March 29, 1971
RE: Hogansville Community Improvement Association

Rev. James Shopshire heads the Georgia Methodist Fund (Program?) for Reconciliation. He knew Rev. Culp (white), First Methodist Church in Hogansville and Rev. Sutton (black), Methodist Church, Hogansville. He thinks they are good men and they came to him for support of the day care center. He promised to hold $5,000 for them contingent upon their raising $9,000 from other sources.

Does it appear to be a good progam? Needed? Viable? what do they now say about funding possibilities? How healthy is the integration?

EFV/gms

M E M O

TO: Paul Anthony, Paul Gaston, Bob Anderson, Doris Reed, Reese Cleghorn

FROM: Emory Via and Jim Wood

DATE: April 21, 1971

RE: Supreme Court Decision on School Desegregation

Churck Morgan will come up at 10:30 a.m. Friday to discuss the recent Supreme Court School decision with us.

THANX

gms

MEMORANDUM

TO: Paul Anthony, Jim Wood, Clarence Wright, Paul Gaston, Art Campbell

FROM: Emory F. Via

DATE: April 26, 1971

David Heaps will visit our office at about noon on May 6. He will discuss with us some of his ideas regarding economic development in the South. We will probably simply have sandwiches brought in.

THANX

EFV/gms

File

MEMORANDUM

TO: Paul Anthony, Jim Wood, Clarence Wright, Paul Gaston, Art Campbell

FROM: Emory Via

DATE: April 27, 1971

RE: Conference with David Heaps

It now seems likely that he will be in the office by 11:30. Could we start then, put in our lunch orders, and then continue into the early afternoon.

THANX

EFV/gms

MEMORANDUM

TO: Paul Anthony, Jim Wood, Clarence Wright, Paul Gaston, Art Campbell

FROM: Emory Via E.F.V.

DATE: April 27, 1971

RE: Conference with David Heaps, May 6, 1971.

It now seems likely that he will be in the office by 11:30. Could we start then, put in our lunch orders, and then continue into the early afternoon.

THANX

EFV/gms

I T I N E R A R Y *

Emory F. Via
April 28--May 1, 1971

WEDNESDAY April 28	THURSDAY April 29	FRIDAY April 30	SATURDAY May 1
New York City Lv. Atlanta 6:18 A.M. Arr. 8:09--DL 386 LaGuardia	WASHINGTON, D.C.	CAMBRIDGE, MASS.	
10-12 1--3 NATIONAL COUNCIL OF THE CHURCHES 475 Riverside Drive Kraft Conference Room 7th Floor	1:30--2:50 P.M. LABOR STUDIES CENTER	HARVARD BUSINESS SCHOOL (Sam Williams Dean Graves)	DEPART CAMBRIDGE Lv. 1:15 P.M. Arr. 3:35 P.M. - Atlanta
Lv. 7:30 P.M. Arr. 8:41 p.m. AA #397 Executive House Washington, D.C. (202) 232-7000	Lv. Washington NE #320 Lv. 7:40 P.M. Arr. 8:53 P.M. Treadway Inn, Cambridge, Mass. (617) 864-5200	Treadway Inn Cambridge, Mass.	EAL # 523

*BE SURE TO DEPART FROM THE SAME TERMINAL THROUGH WHICH YOU CAME IN.

MEMO FROM THE DESK OF:

Emory F. Via

May 5, 1971

TO: Mrs Ruth Vick

From: Emory F. Via, Director, etc.

Mr. Leon Hall's term with us was scheduled to end as of the end of May. He will be continued in his present position with the Council through August 31, 1971. The current salary arrangements should be continued

MEMO

TO: Mrs. Ruth Vick
FROM: Emory F. Via, Director
Resources Development Center
DATE: May 5, 1971

Mr. Leon Hall's term with us was scheduled to end as of the end of May. He will be continued in his present position with the Council through August 31, 1971. The current salary arrangements should be continued.

MEMO

TO: Members of the Administrative Committee
FROM: Emory F. Via
DATE: May 6, 1971

There will be a meeting in the conference room tomorrow, May 7, at 11 a.m. for the purpose of establishing election procedures.

Please try to attend.

THANX

PLEASE INITIAL

RVV
RHV
KY
DRV
J.H.

GMS

PRESENT GRIEVANCE COMMITTEE MEMBERS: Art Campbell, Ruth Vick,

Kitty Terjen. Lynn Bowker, Alternate

The election of the Grievance Committee will be held Tuesday, May 11, between 11 and 11:30 A.M. Attached are two lists. The first list shows those members of the staff who are eligible to serve on the committee. The second list shows those employees of the staff who are eligible to vote.

You will recall that under our rules the executive director and two (2) division heads are neither eligible to vote nor to serve on the committee. The director's secretary, the executive assistant, and the administrative assistant are not eligible to serve on the committee. Employees of the Council who are currently considered part-time or temporary are not eligible to serve on the committee.

Only one (1) person at the director's level may serve on the committee. Such people are designated as "D" on the list of those eligible to serve.

You must vote for three (3) persons. You should not vote for more than one (1) person at the director's level.

If a run-off is required, it will be conducted later in the day on Tuesday.

If you will be absent on Tuesday, and wish to vote, your ballot maybe given to Jessie Hinton, Ruth Howard, or Doris Reed. It should be placed in a plain envelope and that envelope with ballot inside should be palce in another envelope with your name on the outside.

The election for an alternate to the Grievance Committee will be conducted as soon after the Grievance Committee election as is convenient.

May 6, 1971

Mr. John Lewis, Director
VEP
Atlanta, Georgia 30303

Dear John:

Attached is a letter from Mr. Robert Perry asking about the VEP posters. Would you see that someone gives him the appropriate information.

Thanx.

Sincerely,

MEMORANDUM

TO: Clarence Wright

FROM: Emory F. Via

DATE: May 18, 1971

Can you meet with Si Kahn (and perhaps Kathy) on any of these days: May 20, 21, 25, 26, 28?

We should let him know right away, so please tell me when would suit you.

EFV/gms

MEMORANDUM

TO: Bernice Morrison

FROM: Emory F. Via

DATE: May 18, 1971

Janet Shortt says we sent the wrong thing back to her regarding John Lewis.

We did not return the article from NewsWeek; was there one, or was it News Day and the New York Times magazine section? Any ideas?

EFV /Gmss

MEMORANDUM

TO: Bernice Morrison
FROM: Emory Via
DATE: May 20, 1971

We are all squared away regarding the John Lewis material with Janet Shortt.

THANX

EFV/gms

MEMORANDUM

TO: Art Campbell, Reese Cleghorn
FROM: Emory F. Via
DATE: May 20, 1971

The attached memo seems necessary for both our own learning and for having in the files. I am sorry to be so formal, but I am surprised that we carried this matter all the way to print.

EFV/gms

MEMORANDUM

TO: Art Campbell, Reese Cleghorn
FROM: Emory F. Via
DATE: May 20, 1971

At the risk of seeming to be over reacting, let me call into question a couple of matters related to Bill Winn's piece on the Farmers Home Administration which appeared in the May, 1971, South Today.

It is my firm recollection that when I looked at the draft some months ago I challenged the propriety of having a writer state SRC "recommendations" as a part of an article unless we had in fact had an appropriate staff level decision made, or that there had been an act by the Executive Committee or the Council itself. I was surprised to see that we carried the special block called "SRC Recommendations."

Secondly, in the "recommendations" there are at least two items that seem to me to play dangerously close to violating the Tax Reform Act. This is especially true of Items #1 and #7. If my understanding is correct, neither of these could be accomplished except by specific legislative act and yet we are "on record" in our own publication favoring such an action.

I will add that the provisions of the law are at times unwisely restrictive in my opinion. But if we should

choose to challenge them it should be a matter of deliberation where we pick "our case" rather than allow ourselves to be trapped by our own carelessness.

EFV/gms

File

MEMORANDUM

TO: ART CAMPBELL, BUTCH WRIGHT, BOB ANDERSON, DORIS REED, PAUL GASTON

FROM: Emory F. Via
DATE: June 4, 1971

Are you aware of any studies or reports which start at the local level (such as a county) which gives the various federal programs which either operate in that area or which could operate in that area and desribes the basic program, the officials, how much money, ahd how it was spent; and any case studies about how these programs may have benefited poor people and suggested how organizations representing the poor might better use such programs?

Please let me know if you are aware of any such existing studies or reports.

EFV/gms

file

MEMORANDUM

TO: Bob Anderson, Doris Reed, Kitty Terjen, Paul Anthony, Jim Wood, Butch Wright, Pat Watters.

FROM: Emory F. Via

DATE: July 19, 1971

This is an internal document for the Urban Coalition. They have agreed to send us one copy and want it limited to that. Would you like to have it routed to you? If so, just sign.

EFV/gms

Southern [illegible], Inc.
5 FORSYTH STREET, N. [illegible] A 30303
522-8764

PAUL ANTHONY
EXECUTIVE DIRECTOR

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

MEMORANDUM

TO: Directors of State Councils
FROM: Emory F. Via, Director, Resources Development Center EFV
DATE: August 26, 1971
RE: BOOK REVIEW

I thought you might find this review of the book, The State of Welfare, by Gilbert Steiner of interest.

EFV/gms

MEMORANDUM

TO: Bob Anderson

FROM: Emory F. Via

DATE: August 26, 1971

Have you seen Health Care in Transition: Directions for the Future by Anne R. Somers. Published by the Chicago Hospital Research and Foundation Trust, 1971, 176pp.

Anne Somers work (some of it jointly with her husband) has generally been considered to be of very high quality. If you could get a look at the book, and thought it useful, perhaps she would do an article summarizing the major theme(s) of the book.

EFV/gms

MEMORANDUM

TO: John Lewis
FROM: Emory F. Via
DATE: August 26, 1971

Does VEP know about or have a copy of Politics of Southern Inequality: Law and Social Change in a Mississipi County by Frederick M. Wirt. It was published by Chicago, Aldine Publishing Co., 1970, 335 pp, $10.

EFV/gms

File

MEMORANDUM

TO: Leon Hall and Clarence Wright
FROM: Emory F. Via EFV/gms
DATE: September 10, 1971

Although my schedule is ragged for the first part of the week, I would like to meet with both of you as soon as possible. I would suggest that we try to get together on Monday afternoon. If we cannot make it then, let's see if we can pin a time for Tuesday or Wednesday (September 14 or 15).

THANKS

EFV/gms

Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA, GEORGIA 30303
522-8764
PAUL ANTHONY
EXECUTIVE DIRECTOR

A Council for attain the ideals and practices of equal opportunity for all people in the South

October 19, 1971

MEMORANDUM

TO: Paul Anthony ~~and Raymond Wheeler~~
FROM: Emory F. Via
RE: Lillian Smith Award

Talked with PA 10/19/71 — need not send copy to R. Wheeler but put copy in Lillian Smith Award folder

Bell Wiley called during Paul's absence from the office (October 18) to report the decision of the Lillian Smith Award Committee. They have picked for the award this year Our Land Too by Dunbar.

He specifically requests that the book by Roger Williams on the Bonds be held over for consideration next year. This book came to the Committee so late that they were unable to give it full attention.

Bell Wiley indicated his willingness to stay on the Committee as chairman and withdraw his letter suggesting his resignation and to leave the decision about his remaining as chairman in the hands of those who make the appointment.

Southern [illegible], Inc.
5 FORSYTH STREET, N. [illegible] [illegible]IA 30303
522-8764

PAUL ANTHONY
EXECUTIVE DIRECTOR

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

MEMORANDUM

TO: Morland Smith, Art Campbell, Jim Wood, Clarence Wright

FROM: Emory F. Via, Director, Resource Development Center

EFV

I circulate this letter for your information only. Any action we take on this matter, I feel, should come from our joint understanding of what we do next. I do think, however, that Ken's views should be given serious consideration.

MEMO

TO: Bob Anderson

FROM: Emory F. Via

Chuck Morgan has had a chance to look over the Clotfelter materials. He is quite skeptical about its utility. His reservations start with a worry over some of their assumptions and definitions, and includes questions about the adequacy of the survey sample. On this latter, he feels that they will largely depend on telephone reinterviews of a sample which they field-tested the last time around.

His feeling is that Hamilton's Firm is probably pretty good and that he would be especially interested in a survey that got at the attitude of young voters on this. I would refer you to the ADL reprint from Transaction.

Chuck indicated some interest in sitting down to discuss what kind of political study might be useful. He is somewhat disinclined to go the route of the public opinion survey unless there is a writer of sufficient eminence to get the various public opinion firms to share their information, (with full credit), so that any article does not automatically become a target for competing firms to shoot at.

He helped me feel less interested in this particular approach.

MEMORANDUM

TO: Bob Anderson

FROM: Emory F. Via

-o-o-o

September 13, 1968

M E M O R A N D U M

TO: Mrs. M. E. Tilly

FROM: Emory F. Via

Paul Swaity, National Organizing Director, or Scott Hayman, Regional Director, of the Textile Workers Union of America, AFL-CIO, will speak to the Fellowship of the Concerned Conference on October 23, 1968.

I told Swaity 20-30 minutes, in the morning, but to try to stay for the afternoon discussion.

EFV/km

September 24, 1968

MEMORANDUM

TO: Mrs. M. E. Tilly
FROM: Emory F. Via

--

Paul Swaity called to say that Scott Hoyman, Regional Director of the Textile Workers Union of America, will be able to attend your conference on October 23rd.

Any details about time, place, etc., should be worked out directly with Hoyman. He is in Charlotte, North Carolina--Area Code 704, Phone 376-7521.

I will be happy to make this contact for you when you are ready with the details.

EF/km

E. Via copy

October 9, 1968

M E M O R A N D U M

TO: Glenda Bartley
Luesta Knox
Bernice Morrison
Kathy Martin

FROM: Emory F. Via

This note will formalize our understanding regarding all labor papers, The Monthly Labor Review, and the B.N.A. loose leaf service, Fair Employment Practices (the covering manila envelope reads "Wages and Hours, Personnel Management, Fair Employment Practices, Bulletin to Management"). All of these will come directly to the Labor Program and will be forwarded to Research where appropriate. The B.N.A. materials will be filed in the binder by Kathy Martin and kept in Via's office. Monthly Labor Review will be scanned and marked for clipping but back issues up to one year will be saved. Labor papers will be scanned and clipped and sent to Labor Program or Research files.

I thank you.

EFV/km

October 9, 1968

M E M O R A N D U M

TO: James N. Wood, Jr.

FROM: Emory F. Via

I talked with Dean Glenn Pulver at the University of Wisconsin about suggestions he might have relating to land use, tenure, marketing, and cooperatives.

He suggested Howard Robinson at North Carolina A & T, who evidently spend some time at the University of Wisconsin; Adlow Lawson, International Cooperative Training Center, University of Wisconsin (someone from there has had contacks with southern farm cooperatives relating to Ulmer at an earlier date); and Peter Dormer, Director, Land Tenure Center, University of Wisconsin. I understand that Dormer is quite sympathetic to the proposition that agricultural schools and other agricultural interests have done very little for minorities.

Perhaps the lead through Lawson has already been explored as far as is useful. I don't know Robinson. I think it might still be useful to make some contact with the Land Tenure Center since they have a good bit of international as well as domestic experience.

Trust this is of some use.

EFV/km

October 15, 1968

M E M O R A N D U M

TO: Paul Anthony

FROM: Emory F. Via

I would like to have some such (as this) sent to the Labor List and any others deemed appropriate. Any comment?

EV/km

Attached - 1

SRC ANNOUNCES NEW STAFF MEMBER

The Southern Regional Council, Inc. of Atlanta, Georgia wishes to announce that Emory F. Via has joined its staff as Director of Labor Program. Mr. Via was formerly Professor of Labor Education School for Workers, The University of Wisconsin. Via worked with the Council previously in 1956-58 before going to The University of Wisconsin and during 1965-67 while on leave of absence from The University.

Mr. Via will engage in labor education activities with unions in the south on matters relating to civil rights and the socio-economic development of the region, programs aimed at eliminating job discrimination, and other projects broadly related to the constructive and national use of the region's manpower resources.

Mr. Via may be reached at The Southern Regional Council offices, 5 Forsyth Street, N. W., Atlanta, Georgia 30303. Phone (404) 522-8764.

May 8, 1969

M E M O R A N D U M

TO: Ruth House Vick

FROM: Emory F. Via

* * *

For some period of time some of my long distance calls were placed without using my credit card number. I am estimating that these calls may have cost $50.00 and hereby authorize that amount to be taken from Labor Project funds and applied where needed to make the correction.

EFV/km

May 14, 1969

? VEP
Bob Anderson
PA
J.W

M E M O R A N D U M:

TO: Emory F. Via
Glenda Bartley
John Lewis
John Boone
Reese Cleghorn
Moreland G. Smith

FROM: Jim Wood JNW km

The Staff Program Committee requests that you provide for them a two or three page memo describing your current program activities and what you see as particular holes that need to be filled in your program area.

The Program Committee next meets at 9:30 a.m., Tuesday, May 20th. I realize this is very short notice but would appreciate having the memos by then if possible.

JNW/km

8 V

June 11, 1969

M E M O R A N D U M

TO: Ruth House Vick

FROM: Jim Wood

Robert P. Mosteller has been hired as a summer intern. His termination date will be given later. Salary expenses will be split between 314 and 322. We will advise you on travel expenses.

JW/km

June 24, 1969

M E M O R A N D U M

TO: Reese Cleghorn

FROM: Emory Via

Two names for the Leadership List:

Joe Sweat
Tennessee Register
Nashville, Tennessee

(The Register is a statewide Catholic Paper.)

John Henry Falk
1420 Red Bud Trail
Austin, Texas 78746.

July 1, 1969

MEMORANDUM

TO: Ruth Vick
Ruth Howard
Thad Olive
Doris Reed
Jesse Hinton

FROM: Emory F. Via

- - - -

When were we to have shared the materials going into the office manual? I would be happy to see them.

EFV/km

August 18, 1969

M E M O R A N D U M

TO: John Morris

FROM: Emory F. Via

- o -

On my return to the office today I saw your memo of August 7 on black political leadership and economic development.

I certainly agree that we should be thinking about this problem and preparing for action. Prior to the meeting which you propose I would hope that we would have a meeting of the VEP staff and the staff of the Center for Resources Development. to exchange our own ideas and to set-up, quickly, a meeting with selected consultants so that we can better pull together our own thoughts before going to the foundations and the elected officials.

I would be happy to discuss this further with you.

EFV/km

file copy

March 31, 1970

MEMO

TO: Paul Anthony

FROM: Emory F. Via, Director, Resources Development Center

- o -

You will recall that sometime ago the proposed draft of a staff manual was sent to you and circulated to the staff. A staff meeting should be called before too long to consider the manual.

EFV/km

MEMO

38 Peachtree Circle, N.E.
Atlanta, Georgia 30309

TO: Emory

FROM: Moreland

SUBJECT:

- for routing
- circulate
- answer
- return
- destroy
- to files

The lady who talked to Emmaus House gathering concerning the Welfare Union was a Mrs. Mathews Marjorie doesn't know her full name or where you can get her.

However, Mrs. Hamilton Lokey 355-2393 could tell you.

Moreland

38 Peachtree Circle, N.E.
Atlanta, Georgia 30309

Southern [illegible], Inc.
5 FORSYTH STREET, N. [illegible] A 30303
522-8764

PAUL ANTHONY
EXECUTIVE DIRECTOR

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

October 19, 1971

MEMORANDUM

TO: PAUL ANTHONY and RAYMOND WHEELER

FROM: EMORY F. VIA

RE: LILLIAN SMITH AWARDS

Bell Wiley called during Paul's absence from the office (October 18) to report the decision of the Lillian Smith Award Committee. They have picked for the award this year Our Land Too by Dunbar.

He specifically requests that the book by Roger Williams on the Bonds be held over for consideration next year. This book came to the committee so late that they were unable to give it full attention.

Bell Wiley indicated his willingness to stay on the committee as chairman and withdraw his letter suggesting his resignation and to leave the decision about his remaining as chairman in the hands of those who make the appointment.

MEMORANDUM

TO: Clarence Wright and Leon Hall
FROM: Emory F. Via
DATE: October 22, 1971

Gwen Gardner is working cooperatively with the MLK Institute and SCLC on a project regarding violence in the schools. She hopes to visit with us next week to both see our research materials and to talk with individuals conversant with this problem.

Attached is an outline for a questionnaire (s) which she proposes to use with students and teachers. She would welcome our comments on this questionnaire.

I will let you know when she is coming in once she has been in touch with me.

EFV/gms

Causes of Violence in High Schools in Atlanta and nearby Schools.

Study for SCLC and Institute of Nonviolent Studies. OCT 19 1971

STUDENT GUIDELINE QUESTIONAIRE.

DESCRIBE School and student first,any symbol (dress, button,belt,beard,hair etc)

QUESTION I DEFINITION and DESCRIPTION :EXAMPLES.
Suggested Questions :Do you know of any incidents of violence in your school? e.g. student fights,cases where students or others were hit,kicked, knifed,or otherwise attacked ? Can you describe them ?
Or do you know of student revolts,boycotts,protests or other nonviolent action which halted school activities ? What was it about ? Have you yourself ever been harassed hit or hurt ? Or hit or harassed others?

QUESTION IA Were you ever afraid to come to school ?Or your friends? Of what ?

QUESTION II WHAT DO YOU CONSIDER TO BE THE CAUSES OF THESE EVENTS ? IF ABOVE WAS NO,TRY ----

QUESTION IIA Have you met "subtle violence" name-calling,cussing,pushing,blocked doorways? Lack of courstesy ?Can you describe it ? What is the cause,do you think ?TV ??

QUESTION III SPECIFICS . DO YOU THINK THAT DESEGREGATION CAUSES PROBLEMS ?
Has it caused fights,hardships.ill-feeling,discrimination ?
e.g. in discipline,classroom seating etc,dress,leisure,games,busing, boy-girl relations,social events etc .....

QUESTION IV SPECIFICS GAMES -ATHLETICS.
Do games or athletics create any problems,unrest or provoke violent incidents ?Describe and explain.

QUESTION V SPECIFICS : Teachers,staff,Faculty.TEACHERS.
Have you or your friends ever been hit by a teacher ?Why ?Does it happen often ?Or any other form of violence in class,teacher to student ?

PRINCIPAL ? What is the relationship between students and Principal ? between teachers and principal ? Vice-Principal ? Does the Administration help or hinder violence ?

STUDENT -TEACHER Have you ever given a teacher a bad time ? Why ? Or or your friends ? Have you or your friends ever carried knife or gun ?Why ?

QUESTION VI Have you or your friends ever had a brush with the police ? What about ?

QUESTION VII DRUG-TAKING :Does this go on much in your school ? Could this have any effect on violence,any connection ?

QUESTION VIII PARENTS : Do you ever have any differences of opinion with your parents over school ?Do you discuss these issues with them ? Do they go to PTA ? Do you ever have violent scenes at home ?Hit each other ? Why ?

QUESTION IX The SYSTEM EDucational methods,size of classes,rules,dress,anything which makes you frustrated,which you think leads to violence? Lack.of space ?

QUESTION X THE WAR Do you think the Vietnam war causes problems in High SChool ? IN what way ? Do you belong to ROTC ?

QUESTION XI ANY OTHER CHASES you would like to talk about ?

QUESTION XII CHANGES : A:WHAT CHANGES DO YOU THINK COULD BE MADE to reduce violence ? in school ? outside ? Principal? School BOard? Parents ? Fed.Govt ?
B :Could SCLC,the QUAKERS,an INSTITUTE for NONVIOLENT STUDIES,or any other agency you know of help to change or improve the situation ?
WHAT CONFLICTING VALUES DO YOU THINK ARE AT STAKE ???

KEY to help remember..... DESCRIBE SCHOOL &STUDENT FIRST ...

DATE

I DESCRIPTION of events.

II CAUSES.

Then go over specific causes:

TV
DESEGREGATION
GAMES & ATHLETICS
TEACHERS
PRINCIPAL
STUDENT HARASSING TEACHERS
" " FELLOW STUDENTS
EDUCATIONAL SYSTEM
POLICE
DRUGS
PARENTS
WAR
OTHER

CHANGES WHat would help improve this ? By the SCHOOL,PRINCIPAL,TEACHERS ? FED ? PARENTS ? BOARD?

HOW COULD SCLC,QUAKERS, INSTITUTE for NONVIOLENCE HELP?

FINAL - WHAT VALUES AREAT STAKE IN THIS ?

Interviewer sign.

CAUSES of VIOLENCE in ATLANTA HIGH SCHOOLS.

TEACHER GUIDELINE. DATE:

Describe School. Teacher.

I Is there violence in your school ,of any kind ? Overt,or "subtle "?Describe,examples:

2 Are police ever called in ?Explain.

3. Has there ever been publicity ?Describe.

4 What do you think are the causes ?

General I,2,3, 4, TV makes it worse ?

i DESEGREGATION Transfer:buses,classtooms,games,social,sex,etc

2.GAMES

3.DISCIPLINE ,RULES ,CORPORAL PUNISHMENT -What is your attitude ?

4.Student harassing teacher -have you ever been afraid of a student ?

5 Student fighting student ?

6. System Principal ? Board ? Rules ? Size ? Space ?

7.Drugs

8 Parents

9 Vietnam War

IO Other

5 CHANGES What changes could be made to improve things ?

By Fed.Govt ? Board ? Principal ? Teachers, Parents ? Students ?

Could SCLC,Quakers, Institute for Nonviolent Studies Help ?
In what way ?

Here are the questionaire drafts which I talked to you about over the phone from Betty Cantor's Office. I'd appreciate comments. Gwen Gardner

MISS E. GWEN GARDNER
Field Director — University Studies Abroad
Antioch College, Yellow Springs,
Ohio, U.S.A.

In Europe :
5, Hastings Road,
St. Helier,
Jersey, Channel Isles (G.B.)

Telephone :
Jersey Central
34459.

Signature of Interviewer.

Date:

MEMORANDUM

TO: Jim Wood, Bob Anderson, Pat Watters, Kitty Terjen, Art Campbell, Leon Hall, Clarence Wright, Doris Reed Bernice Morrison

FROM: Emory F. Via

DATE: November 17, 1971

RE: Annual Report of Activities

We will soon need to have reports on program activities during 1971. I trust you will be able to start outlining your own report immediately. I would like to have a draft of your report in-hand as early as December 10 and please not later than December 15. If you have any questions regarding your own report, please be in touch with me as soon as possible.

EFV/gms

MEMORANDUM

TO: Kitty Terjen and Bob Anderson
FROM: Emory Via (Gms)
DATE: December 17, 1971

I have just had a call from Pat Miller, Director of Louisiana Council on Human Relations, saying that their coming issue of their Newsletter (part of their ESAP Project) includes Guillory's article on Parochial schools in the December issue of South Today. They had unusual difficulties at the printers and somehow no credit was given to South Today although Guillory is credited as the author.

I told her not to worry about it; that, yes, we would like to get credit. I did not discuss with her about private approval or that on occasion an author might have some special rights to his own contribution. It seemed like an honest error, and I would be happy to write her about future practices, if you say so.

EFV/gms

Emory. It's no big deal - it happens all the time, so tell her not to worry

Kitty

MEMORANDUM

TO: Butch Wright and Leon Hall
FROM: Emory Via
DATE: December 30, 1971
RE: Credit Cards

Emy

The following credit cards have been requested: A.T.&T. Air Travel, American Express for Leon and A.T.&T. for Butch.

All credit cards present some risks if used by other than those to whom issued. This is expecially true of the A.T.&T. (phone) card. You should not under any circumstances give your number out to someone else. As you may know, on occasion an operator asks for billing instructions while a party is on the line. When this occurs it is standard and understood by the operators to say you will give such instructions at the end of the call.

The phone credit card should be used for all of your Council related calls both in and out of the office.

EFV/gms

Southern [illegible], Inc.
5 FORSYTH STREET, N. [illegible]A 30303
522-[illegible]

PAUL ANTHONY
EXECUTIVE DIRECTOR

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

January 10, 1972

POSITIONS OPEN

Three positions will open shortly for a special project under SRC sponsorship to facilitate the employment of black females in the Atlanta labor market. The focus of the project is on the employment of black women in professional, technical, and managerial jobs.

The jobs and positions and positions here are temporary. one year is maximum duration.

One position will be primarily a recruiter; another will be primarily a job developer. The third position is as administrative secretary to the project.

For the recruiter and job developer positions the requirements are as follows:

1. Familiarity with the outreach concept in job placement activities.
2. Significant experience (prefer full-time for at least one year) in overcoming job discrimination (institutional and/or overt) through organized efforts.
3. Ability to constructively interact with potential employees and employers on whom the project will focus.
4. Ability and readiness to work in an intensive cooperative effort (staff, advisory committee, and SRC supervisor).
5. Ability and readiness to cooperate and collaborate

with research and evaluation efforts connected with the project conducted by outside evaluators.

6. Ability to pursure goals of project with diligence, to follow through on program details.
7. Capacity for independent effort coupled with judgment when to involve.
8. General familiarity with employment related training programs.

The requirements for the administrative secretary are those normally associated with such a position but with special attention to the following:

1. Ability to work cooperatively in an intensive effort.
2. General familiarity with problems related to job discrimination and job placement.
3. Ability to maintain accurate records for purposes of follow-up activities and for reseach and evaluation.
4. Ability to deal effectively by phone and in person with those persons the project's activities reaches.

SALARIES: Subject to limits of project budget, but otherwise negotiable depending upon experience, training, and ability related to the project.

MEMORANDUM

TO: Alexis Herman and Paulette Norvel
FROM: Emory F. Via
DATE: March 8, 1972

I will from time to time give names to you of people in the area who may be helpful to BWEP. Some of these are persons with whom you should go ahead and make your own direct contact and others which should perhaps be better to touch base with me first.

For the moment you may wish to have the following:

Barbara Jones, Professor of Economics, Clark College

Margaret Simms, Professor of Economics, Atlanta University

Helen Gallard, Public Relations Consultant, (suggest that initial contact be through EV)

George Goodman, who has also worked in the public relations field. I do not think he needs to be an immediate contact but it probably should be done through me.

Joe Haas, a member of the SRC Executive Committee, our legal counsel and a leading Atlanta attorney. (This also should come through me.)

At some point it might be worth talking to Dean Robert Vowels of the Business School at Atlanta University and to Dr. Hodding Young, the ex-dean of the Business School who is now on the faculty of Georgia State University.

EFV/gms

MEMORANDUM

TO: J. Brothers
FROM: Emory F. Via
DATE: March 16, 1972

George received a call from Mr. J. C. Saffo. He thought that Esser's arrival to the Council was March 1 and since he had come to town he was trying to reach him. He would still like to see George and wants to know if he will be coming to Savannah.

If you will pass this on to George if he calls in or if you sending other things to him. Otherwise I think there is no rush.

THANX.

EFV/gs

MEMORANDUM

TO: Art Campbell, Jim Wood, Bob Anderson

FROM: Emory F. Via

DATE: March 20, 1972

I would like for you to meet with Bob Freedman (?) and myself Wednesday, March 29, at 2 P.M. to discuss his interest in looking at the institutional factors relating to land development and how they operate against public interest.

OK Jim Wood

EFV/gms

MEMORANDUM

TO: Alexis Herman

FROM: Emory F. Via EFV

DATE: March 20, 1972

At some point you should get information regarding the possibility of Federal funds for training so that such an alternative would be suggested to employers.

Some contracts are for only one person to be trainged and jubs such as cashier (banks), office managers, bookkeepers, etc.

I would start with our BNA Manpower Service, and a few other publications and then perhaps set up an interview with appropriate persons in Regional Manpower Administration office. I can do that for you.

NO GREAT RUSH

EFV/gms

MEMORANDUM

TO: Clarence Wright, Community Organization Division

FROM: Emory F. Via, Director, Resources Development Center

DATE: April 18, 1972 E.F.V.

This memo is in response to yours of April 17, 1972 requesting budget information and an outline of your project proposal.

You are invited at our mutual convenience to discuss both of these items with me. However, let me remind you of information that has been given to you on several occasions and as a staff member for a year and a half, I would have thought it was part of your understanding of our operations to date: We have not had a policy at SRC of having fixed budgets on a program basis under the sole discretion of a project director. Major program initiatives and expenditures should be worked out in advance with the Center Director and in many cases the Executive Director is included. This method of operation will continue for the forseeable future.

Regarding program proposals you have promised repeatedly to give me either an outline or other written expression of what you feel the role of COD should be. Though I think such a proposal from you would serve many purposes by providing the basis for concrete discussions, I have not been overly concerned about not seeing it. The reason for my not being too concerned is that I am quite aware of your involvement with SDP and BAC and have felt your energies and imagination were being put to good use. However, I would expect your involvement with BAC to slacken substantially. So I now think the sooner you are able to share

your ideas of what you think you, through COD, should be doing, the better. Those ideas will get careful and respectful attention. Hopefully, they can serve as a basis for both new and continuing program development. I am sure you will recall that there were at least two reasons for asking you to set out what you would like to see done. One reason is our interest in encouraging initiative, though we expect it to interact with appropriate staff, on the part of individual program directors. The second reasons was our mutual agreement, with the knowledge of Anthony, that our original interest in a COD strongly involved in economic development activities was not one compatible with your own skills and ~~pressing~~ primary interest. We have adapted to this change and have not attempted to force you into an uncomfortable mold based on our belief that ways can be found for a good staff person to make a contribution to the goals of the organization.

Please feel free to discuss these and other matters with me at our earliest mutual convenience.

EFV/gms

MEMORANDUM

TO: Clarence Wright

FROM: Emory F. Via

DATE: May 1, 1972

I tried twice to reach either David Dunn or Barbara Jarman with the North Carolina Fellows Program. Their number is (919) 933-5032. I suggest that you call them and see if they can set up the telephone interview with Michelle Austin (for you and/or Art) and with Valerie Batts (for preliminary interview by ou and final interview by Jack on Wednesday).

I am sorry I was unable to get through because I would like to have chatted with both young woemn myself.

MEMORANDUM

TO: Betsy Fancher and Eugenia Kemp, Editors of SRC Newsletter

FROM: Emory F. Via

DATE: May 8, 1972

Technically speaking certain program reports should show as a part of the Resources Development Center. If may be too awkward to do it that way. In outline form the structure looks like this:

I. Resources Development Center
   A. Community Organization
      1. School Desegregation Project
   B. Housing and Planning
   C. Manpower and Labor Education
      1. Black Women Employment Project
   D. Other Activities (When they occur and usually reported by me for the Newsletter as just general activities under RDC).

RESOURCES DEVELOPMENT CENTER

Considerable attention has been given in recent weeks to matters related to desegregated quality education. There has been a special demand for materials, ideas, consultation regarding the issue of busing. We gave substantial assistance to a local program, by the Unitarian Society, for two program discussio Materials developed with the assistance of Kathy Wood have gone to a variety of local, regional and national groups wanting to know how to effectively deal with issues surrounding busing. On request we have supplied information to be used in Congressional hearings and a memorandum to the national AFL-CIO regarding the status of school desegregation in Georgia as related to current levels of busing and non-busing.

The Resources Development Center through Emory Via, RDC Director, and Kathy Wood has continued to work on the SRC portion of the school monitoring project being produced by the Educational Coalition. The report is in draft stage and due for early publication.

Five representatives of the World Council of Churches visited with SRC to learn of our programs and analysis of the regional scene. They met with Leon Hall, Emory Via and Clarence Wright. The visit was arranged by the National Committee on the Self-Development of People (United Presbyterian Church, USA). Persons representing Rhodesia, West Indies, Angola, and Holland were in attendance.

Labor Education and Manpower

Emory Via has continued working on two union educational conferences, one regional and the other national. He served as the resource discussion leader for a group at the Central Presbyterian Church of Atlanta on problems of unemployment and job discrimination. During the month there have been further consultations with two universities regarding their labor education activities. A separate report on the Black Women Employment Project follows.

SOUTHERN REGIONAL COUNCIL, INC.

M E M O R A N D U M

TO: George Esser DATE: June 8, 1972

FROM: Emory F. Via COPIES:

SUBJECT:

Attached is the proposal from the Arkansas Council on Human Relations requesting support for a training program for leaders in their local affiliates.

We have not been making direct support grants to State Councils since the expenditure of the last Ford funds designated for that purpose. We have on occasion made modest contribution toward a particular activity that fits SRC program interests.

The Labor Program is likely to help underwrite an investiga report for about $500 on some aspect of vocational education in Arkansas. It would be an ACHR project. We are also considering assisting in the reprinting of their Student Rights Handbook--perhaps running another $500.00.

The ACHR, just judged by Coleman's recent frequent contacts with us, seems to be struggling. None of us have been close enough to their day-to-day operations to really judge current effectiveness or why they may be having fund raising difficulties.

I certainly do not think that we can support their training session for the amount requested, but perhaps we should consider a contribution of $500. If we do this then I think it might be informativeto have someone on the staff observe the training sessions. My most recent conversation with Coleman leads me to veelieve that a $500 contribution would not only be most welcome but wuld make it possible for them to proceed ahed with the training program

SOUTHERN REGIONAL COUNCIL, INC.

M E M O R A N D U M

TO: Bowie, Anderson, Hall, Via

DATE: July 7, 1972

FROM: George H. Esser

COPIES:

SUBJECT:

I would like to constitute an ad hoc committee to make recommendations to me for criteria for making the George C. Mitchell Award for 1972. You will recall that the Executive Committee authorized the president of the Council to appoint a committee to make this award. Via and Anderson, I am sure, can fill in the other members of the committee on the background of the Mitchell Award and its potential for the future.

If the committee could make recommendations to me on criteria and possible committee members for President Wheeler to consider by August 1st, I think we could constitute the committee and have the recipient chosen in good time for the annual meeting.

SOUTHERN REGIONAL COUNCIL, INC.

M E M O R A N D U M

TO: Wood, Via, Vick, Harris, Campbell

DATE: July 10, 1972

FROM: George Esser

COPIES:

SUBJECT:

From time to time the Council is asked to make small grants and loans to organizations within the region from resources available to the Council. Although there is not as yet a set procedure established by the Executive Committee or the Council for dealing with these requests, I plan to continue for the present the past practice of making small grants and loans as an administrative matter.

It is important, however, that my decision be informed by the opinion of a staff panel. I am asking that you constitute this panel with Jim Wood as Chairman, and with Harry Bowie and myself as ex-officio members of the panel, with power to sit in and vote if we choose.

There are presently no criteria to guide the committee's deliberations, but I think we can build up criteria on a case-by-case basis. Although I have no proposals to submit to you at this time, I anticipate a proposal for a loan from a Mississippi organization within a few days.

In the past some staff members have made small amounts available as grants from program funds available to specific projects. Whether such actions should also have the advice of a staff panel is a matter for consideration by this committee. Rather than try to develop criteria in advance, I would prefer to fashion criteria as specific cases are presented.

SOUTHERN REGIONAL COUNCIL, INC.

M E M O R A N D U M

TO: George Esser DATE: July 12, 1972

FROM: Emory Via COPIES:

SUBJECT: DRAFT PROPOSAL FOR EDUCATION PROJECT

Here is the draft proposal for the education project. We have omitted from the topics to be covered "desegregation" or "post-desegregation problems".

Egerton still plans to be here Monday, July 17. He would be interested in working until end of year if we can give him definite word soon enough for him to plan ahead.

I think he should see the proposal on Monday if we are in substantial agreement that it is ready to be submitted.

EFV/gms

D R A F T D R A F T

A Proposal for Support of a Southern Regional

Council Education Project in 1972

PERSPECTIVE

The educational enterprise in the United States is exceedingly large and complex. Size and diversity alone would make it difficult to understand. But the special strains of recent years have made it nearly impossible to develop a coherent view of what actually is and what should be in educational undertakings. Contending views of how schools should be organized, instructional method, ending racial isolation, school financing, disbanding dual school systems, and the nature of urban education have provided ready and daily evidence of the strains.

Tragically, those resisting educational change and all too frequently those advocating change, have lost sight of a dual necessity if public education is to succeed: that there must be a sizeable constituency that supports public education and that such a constituency must support a learning environment that is fully beneficial to the students. The constituencies which have joined to support public education and its improvement have been badly fragmented--sometimes over policy disagreements but more often by a lack of a sufficient view (and certainly a lack of a sufficiently affirmative view) of what needs to be done to construct an education system that meets individual and social needs.

In the South, the struggle to desegregate schools and the resistance to that struggle, has so consumed the energies of those

who would support public education as to all but obliterate other educational issues. And the extensive negative, one dimensional politicizing of educational issues has kept on the defensive those who might have worked to build new support for education from persons decently concerned about what happens to students in schools.

The Southern Regional Council is committed to the concept and attainment of integrated quality education. We are convinced that there can be a marked increase in the number of the region's people who will support such a committment. A new constituency can be built by revealing the continuing and new problems in education in a way that demonstrates what can be achieved in the learning process without avoiding continuing problems. The South desperately needs an affirmative constituency concerned about learning and what happens to its children in schools.

The need is now. There can be no delay in this undertaking. We have witnessed in 1972 yet another revival of short-sighted bigotry calculated to induce at best one-dimensional thinking about schools, but really appealing to non-thought with education willfully sacrificed to political obscenity.

We have talked about an education constituency. We are strongly persuaded by our own investigation and by the observations of professional staff in other agencies that it exists. It is composed of several general sections. There are the agencies and their contact people who have either been directly concerned with school desegregation or have accepted school desegregation as necessary

in their pursuit of other educational goals. This first group, though diligent and committed, has been disheartened by the length of the struggle and the cunning and visciousness of the resistance to that struggle.

Then there are large numbers of individuals who are committed to student centered educational goals and who have accepted that in our society schools must be integrated to attain those goals. They, too, have been disheartened and disoriented in past months. An important group is made up of persons who strongly adhere to the need for education, but have become disaffected because of myriad problems, real or imagined, that they perceive as associated with public education. These are people who may have simply tolerated desegregation, accepted its inevitability, but who were strongly committed to education itself. And lastly, there are the best of the school people. The professionals in education who by training, human committment, or social awareness respond to the individual and social needs for learning, and who are not repulsed by desegregation. Such persons in numerous situations have faced horrendous problems--social, physical, bureaucratic, educational--with little or no aid. They may not have been adequately prepared by training or human insight to face some of the more difficult situations brought to the fore either by desegregation or by the demands of urban education. Frequently they have felt abandoned. They are black and white teachers and administrators who need and deserve support. They need the kind of public awareness and protection that can allow them to rise to what is best in them.

WHAT IS TO BE DONE

The Council will develop a series of investigative reports on major educational problem areas. Although some reports will fall into traditional categories such as teacher training, there will be a unifying theme of how basic decisions are made in a given category and the impact of them on achieving integrated quality education. This approach will allow for the building of public understanding (especially among selected publics with serious education interests) of several important substantive issues. Of equal importance will be the revelation of the procedures that lead to decisions. Indeed, this can bring us to the highest form of accountability in education: an informed education public, understanding the myriad ways in which governance affects educational outcome, holds the appropriate policy makers responsible. We recognize that the component parts of the education enterprise are not all governed in the same way nor influenced by the same set of forces.

SRC in this proposal is describing a sizeable need. We do not assume that in a six months period or with our resources alone that the need can be met. We do think that a significant start can be made. That with skill in investigation and reporting, with careful attention to the dissemination of ideas, information, and materials, and with the continuing cultivation of new and old groups concerned about education that progress can be made. We can assist the region to reverse the steady trend towards despair and negativism

in education and to begin to find purpose and hope in providing quality education for the benefit of individual students and for the building of a humane society.

We plan to produce materials in the following areas:

1) Teacher training. A survey of select situations to reveal strengths, failures, and needs. We would be especially sensitive to how training relates to inter-racial and inter-class problems. We would be seeking innovative ideas in teacher training as well as innovative operating programs to show their relevance to current educational developments. We would be particularly interested in the links in educational undertakings that lead to decisions being made regarding the nature of teacher training.

2) Curriculum and materials. One state would be examined to determine how curriculum and materials decisions are made, to explore the adequacy of current curriculum and materials from the perspective of professional educators, human rights issues, and the preparation of students for modern society. We expect to be able to show significant success stories along with exposing serious inadequacies. We will be able to demonstrate the difficulties in securing changes in these important areas.

3) Student "push-outs". SRC's student oriented School Desegregation Project is already involved with issues of student rights. A problem which has arisen again and again is that of student "push-outs." We know that it is a problem of considerable magnitude. We are well aware of how educational, racial, disciplinary, punitive, and motivational issues become intangled in this problem. We are deeply concerned that it has not been adequately reported--either as to its various facets or to its dimensions. Immediate, reliable information is a prerequisite to much needed action. SRC in this area would use investigative reporters in each of several states (perhaps Southwide) to develop information quickly so that it can be available early in the coming school year.

4) Community involvement. Through a survey of selected success and failure models we would demonstrate the need for better school-community relations, its varieties, educational gains through appropriate community involvement and some of the pitfalls in such efforts. The decisions that lead to effectively relating schools and the community would be examined.

5) School financing. It would not be the Council's intention to develop new research in this area. We do wish to see the existing literature reviewed and a publication developed which can have broad popular appeal for use by a wide range of agencies within the region.

6) Governance. Throughout the preceding proposed studies and as a central preoccupation of this proposal is the matter of governance. Each of the above studies should contribute directly to a better understanding of governance as related to a particular educational problem and to a separate study of governance in education. We are concerned fundamentally about where decisions are made regarding education and to what end. We intend to explore the relation of the public at large to decision making, the role of special interest groups, the degree and character of educator involvement in governing educational undertakings. As indicated earlier, by focusing on governance we can contribute to a more realistic and higher form of accountability in education. We can provide a framework within which educational goals can be better geared into educational reality. Short falls can be exposed. And where decisions in one facet of education are made without relation to those in

> another with a resulting non-mesh, or negative educational results, it can be reported in a context that is actionable.

Too much of the public has too long accepted as fact the myth of separation of education and politics. Of course, some issues have been visibly in the public arena, such as desegregation or busing. But they were viewed as single shot matters and deviation from the perceived "norm". But the governance of schools has fallen to a combination of governing authorities as deeply emeshed in politics as any other aspect of American life. One result of this situation--the lack of public appreciation of political reality in education--has been inattentiveness to both educational goals and to keeping parents and public informed about educational matters. In more recent years the politicizing of educational issues has probably increased the number of professional educators (especially administrators) who have become more absorbed by political matters than by what transpires in the classroom.

Professionalism, administrative convenience, immediate social fevers, and a select group of vested interests compose the mix of interests affecting educational governance. New schools and school location, for example, not only relate to broad social issues such as which school publics will be served or its impact on desegregation, but to a group of interests related to such matters as zoning, housing development, and construction contracts.

Steps Taken and Proposed to Implement the Education Project

We have secured the full-time assistance of John Egerton, a skilled investigative reporter, with an excellent orientation to Southern educational problems. He will interact with SRC staff on various aspects of the project and will do the main investigation and writing of several of the proposed reports. He is currently at work on the matter of teacher training. We have used the services, full-time of a research associate to help pull together data, materials, and new agency contacts. We have had extensive interview and group sessions with professionals involved in education, school desegregation, and related issues about current needs.

Mr. Egerton will continue his work with us. Further research assistance will be secured. An appropriate person will be selected to coordinate the student push-out report. The need for a school financing report, more popularly presented, will be studied and a person selected to execute that paper if it is deemed needed.

We will establish an advisory committee to the project. It will be small, perhaps five persons, expertly conversant with regional educational problems. They will review the work of the project and especially the reports prior to publication. More technical reports will be submitted to readers with the requisite expertise prior to publication.

A proceudre for the dissemination and strategic use of materials will be established. As the project develops we look forward to selecting an SRC task force group which will be able to comment publicly on educational issues developed by the project.

Support Requested

The Southern Regional Council requests that the Southern Education Foundation support its Education project with a grant of $25,000. The grant money will be used by SRC for its special activities in education from July 1, 1972 until the end of the year. Expenses incurred prior to July 1, will not be charged to the grant. A budget outlining the proposed expenditures is attached.

BUDGET

SRC EDUCATION PROJECT, 1972
(July 1 to December 31, 1972)

Salary, Principal Investigator	10,000.00
Fringe Benefits, F.I.C.A.	800.00
Investigative Reporters, Research Assistants, Consultants and related	7,300.00
Travel	
Advisory Committee ($750.00)	
Principal Investigator ($2,000.00)	
Other--including "Push-Out" study ($1,500.00)	4,250.00
Printing	2,500.00
Miscellaneous & Contingency	150.00
TOTAL	$25,000.00

BUDGET NOTE: The following costs will be absorbed by SRC and are not reflected in this budget: Overhead, secretarial, the proposed task force, and direct contribution of permanent SRC staff.

SOUTHERN REGIONAL COUNCIL, INC.

FILE COPY

M E M O R A N D U M

TO: George Esser

DATE: July 14, 1972

FROM: Emory F. Via

COPIES:

SUBJECT: Mathias SCHR Health Proposal--Some comments, more exploratory than consistent.

Certainly we should cooperate. Perhaps we could be of some immediate assistance in terms of evaluating existing alternativesdelivery systems.

I would like to see more direct emphasis on tying in with medical professionals who have a consumer or delivery interest. These range from individual medical doctors to a portion of public health fraternity, to a few specialized programs in some medical schools, to programs such as have been sponsored by TVA.

It would seem to me, also, that despite the need for a consumer action exposé approach, that encouraging and popularizing medical economic studies would be in order--especially on a regional approach.

SCCHR should be encouraged to move ahead. If we can tie in to the movement by using their experience, assisting other state groups to form, and by dealing with a sufficient range (and degree of generality) of health problems, it would be useful. It might be self-defeating to only emphasize state-by-state organizing (no criticism)of SCCHR) in terms of getting a full perspective on problems and to consider delivery that transcends artificial barriers. If we were only to be encouragers, advisors, assistors we could still perform a useful function by setting standards for being hard nosed, identifying cause with effect, and providing a sufficient broad perspective.

SOUTHERN REGIONAL COUNCIL, INC.

M E M O R A N D U M

TO: George Esser DATE: July 17, 1972

FROM: Emory F. Via COPIES:

SUBJECT:

Here are the points you wanted to include in your letter to John Griffin:

1. Our intended use of the Kennedy Foundation Fellows and how the processes we have gone through in putting the proposal together (for interacting with SEF) has had a catalytic effect.

2. That we were active with media and public opinion leaders regarding busing and did indeed produce two busing handbooks but decided that the materials which got into print ahead of us (especially the Civil Rights Commission pamphlet)were proportionately good that we should reserve our resouces for other matters.

3. We are continuing to cooperate, even more fully, with the current agenda of the Education Coalition.

4. That the process of developing our education project for 1972 and what we find from it will inform SRC regarding its further programs in education.

A note of caution regarding point four above which I did not raise at lunch. You should make a judgment as to how the SEF committee will react to the idea that we are thinking about a permanet program in education. I think that John and Harold would recognize the need,

SOUTHERN REGIONAL COUNCIL, INC.

FILE COPY

M E M O R A N D U M

TO: Bob Anderson

DATE: July 20, 1972

FROM: Emory F. Via

COPIES:

SUBJECT:

I think we should hold off on Stuart's school financing story until the Education Project is a little further along.

What he proposes is not quite what we have suggested for the project but might be a useful addition. I would prefer to discuss Stuart with Egerton and then make a judgment (with you and George) as to whether we should ask him to consider what we want done or tell him to do the story he has in mind.

Thanks for sharing his letter.

EFV/gms

411 Annex Avenue
Apt.g7
Nashville, Tennessee 37209
July 4, 1972

Mr. Robert Anderson, Editor
New South Magazine
Southern Regional Council
52 Fairlie Street N. W.
Atlanta, Georgia 30303

Dear Bob:

Here is the story suggestion I mentioned to you about challenges to public education systems in the seventies. I would appreciate your consideration of this idea.

The U. S. Supreme Court in June of this year agreed to examine one of the most pressing issues in American public education--whether a state may constitutionally ignore tax differences between rich and poor districts in financing their schools. The court will review next fall or winter a ruling by a special three-judge federal court in San Antonio, which invalidated Texas' method of school financing and gave the state legislature two years to devise a better one. The crucial point is that school districts with valueable property can provide a high quality of education at a low tax rate, while districts with low value property must get along with inferior schools even though the tax rate is higher. The lawsuit involved San Antonio's Edgewood Independent School distrct, a Mexican-American community. The three-judge panel ruled that children in poor districts are denied their 14th amendment rights of "equal protection of the laws." There have been similar efforts initiated in Virginia, Illinois and Florida, but they were unsuccessful when they reached the Supreme Court. An almost identical effort in California will probably be considered or affected, at least, by the Supreme Court's ruling on the Texas case.

The ruling on the property tax issue is only one of several major ones confronting public education systems this decade. They pose sensitive and controversial questions basically aimed at determining how equal educational opportunities for all people may be provided.

Just a few months ago, the National Education Finance Project, based in Gainseville, Fla., completed and released a study called "Alternative Programs for Financing Education." In its report the group said public education systems have several responsibilities which are just being stressed as important and necessary, in addition to strengthening the general on-going educational program of each state. They include early childhood education, special education for the handicapped, compensatory education, vocational education and adult and continuing education.

Whatever the outcome of the federal litigation and the decisions by state, local and federal education authorities and legislatures, the seventies appear to be the decade during which a concerted effort will be made to establish equal educational access and opportunities for all persons needing and seeking an education: rich and poor, normal and retarded, young and old.

In addition to reviewing several of the court cases, interviews will be conducted with state commissioners of education, local superintendents, and special interests groups (retarded children associations, black education groups, adult education groups) and Winfield Dunn, governor of Tennessee, and chairman of the Education Commission of the States, a group of state governments which addresses itself to the financial needs of public education.

I look forward to hearing from you soon. Again thanks.

Respectfully yours,

Reginald Stuart

Reginald Stuart

(This info phoned to Sarah Sherrill.)
15/4/66

EV:

Students and Labor Conference will be in the Education Building of North Carolina College, Durham, North Carolina. Advance registration is $2.00 (doesn't apply to speakers) and payable to Miss Nancy Park, Duke Local # 77, AFSCME, 604 West Chapel Hill Street, Durham.

Unsure which of speakers on the agenda may not be able to come, think lmost will be there.

ATLANTA SCHOOLS

SOUTHERN REGIONAL COUNCIL, INC.

FILE COPY

M E M O R A N D U M

TO: George Esser

DATE: July 24, 1972

FROM: Emory F. Via

COPIES:

SUBJECT:

Should I go ahead and attend this initial session or would you prefer to handle it another way?

EFV:gms

SCSPP

THE SOUTHERN CENTER FOR STUDIES IN PUBLIC POLICY

CLARK COLLEGE • 240 CHESTNUT STREET, S.W.
ATLANTA, GEORGIA 30314 • 404-522-8770

JUL 21 1972

July 18, 1972

Mr. Emory Via
Southern Regional Council, Inc.
52 Fairlie Street, N. W.
Atlanta, Georgia 30303

Dear Mr. Via:

The Southern Center for Studies in Public Policy is assisting in the formation of a coalition to deal with public education in Atlanta. The coalition is to be broad based and draw on the expertise of persons who have considered the Atlanta School System for a variety of perspectives. Reverend Andrew Young and Dr. Vivian Henderson are serving as conveners of the coalition. They would like very much to discuss the best focus and direction for this program with you and other thoughtful and concerned persons.

We would very much appreciate it if you would be our guest at a small luncheon on Tuesday, July 25, at 12:30. We will call your office within the next few days to find out if you can attend and inform you where the luncheon will be held.

We hope to see you on the 25th.

Sincerely,

Robert A. Kronley, Jr

Robert A. Kronley, Director

RAK:ijp

SOUTHERN REGIONAL COUNCIL, INC.

M E M O R A N D U M

TO: George Esser

DATE: August 1, 1972

FROM: Emory F. Via

COPIES:

SUBJECT:

Leon has agreed to serve on the Steering Committee for the conference on Quality Integrated Education coming out of the meeting called by NCCJ.

NCCJ wants notification of our agreement to be a cooperating or participating organization. No cost to us except for our own participants.

I think a letter saying yes might well come from you, but I would be happy (or Leon) if you like.

I to write

SOUTHERN REGIONAL COUNCIL, INC.

M E M O R A N D U M

TO: George Esser

DATE: August 7, 1972

FROM: Emory F. Via

COPIES:

SUBJECT:

I am on this mailing list as a result of our "participation" in the Urban Writers Institute.

I have no special interest in the meeting, but wondered if you saw any connection with your own thinking about local and state governments in the region with ICMA and this particular agenda.

You will note that the registration fee is complimentary (they would treat our representatives as "press").

EFV/gms

EV

England: Trips

via air mail

December 3, 1969

Mr. O. G. Hayward
Director of Administration
Foreign and Commonwealth Office
Wilton Park
Wiston House, Steyning, Sussex
ENGLAND

Dear Mr. Hayward:

Please forgive me the delay in responding to your letter of 14 November.

There is an individual whom I am very anxious to nominate for your February 1-14 Conference. However, until today it was uncertain if his schedule could be arranged should he be invited.

The person whom I should like to nominate is Dr. Emory F. Via, Director of our Manpower and Labor Division. A vita sheet on Dr. Via is enclosed.

Dr. Via is a remarkable and a remarkably capable person, and I have always found him very effective in group situations such as those you create. I think you will find that he will contribute to the Conference and I am confident he would benefit from it. Should he be invited I do hope some financial considerations can be offered, though we at the Council will do what

we can to assist him.

There is a slight possibility that Mrs. Via may accompany Dr. Via. Would there be space at the Conference should she, too, wish to attend? Incidentally Mrs. Via has suffered polio, and while she is able to walk, she does frequently have to use crutches and a wheelchair. Would you be good enough to comment on this relative to the physical layout of Wiston House.

Incidentally, earlier Warden Koeppler informed me that he would be at the University of Indiana this winter and spring. Please let him know that we would thoroughly enjoy having him visit us should he find that possible.

With warm regards,

Sincerely,

Paul Anthony
Executive Director

PA/mmj
cc: Dr. Harold K. Jacobson

WILTON PARK
WISTON HOUSE, STEYNING, SUSSEX
BN4 3DZ
Tel.: STEYNING 2025-26, 2332

FOREIGN AND COMMONWEALTH
OFFICE

15 December, 1969

Dear Dr. Via,

Mr. Paul Anthony, Executive Director of the Southern Regional Council, wrote to us recently, warmly recommending you as a possible participant at a Wilton Park conference.

Therefore, on behalf of Dr. Koeppler, the Warden, I have great pleasure in designating you a Wilton Park Fellow for the conference of your choice.

The Fellowship will cover all expenses during the conference, including board and lodging and extra-mural visits, but please note that you will be responsible for the Wilton Park fee of £30 (£15 for a one-week conference) and your travel.

The enclosed "Notes on Wilton Park Fellowships for American participation in Wilton Park Conferences" will give you further particulars.

I gather you are interested in attending Conference 119 (February 1-14) and a copy of the programme will be sent to you shortly as soon as it is printed. If, however, there is meanwhile any further information you would like, please do not hesitate to let me know.

Always assuming that you are able to come in February, the Warden wonders whether you would care to open a plenary discussion at the conference. This would not entail a long dissertation as Wilton Park lives from discussion, which means we ask speakers to limit their introductory talks to thirty minutes, leaving the remaining 1½ hours for discussion. There would be a ten guinea fee that we could offer you in this event, and if you take the idea up perhaps you could indicate in which field you would like the Warden to suggest a subject.

.../

Dr. Emory F. Via
Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta
Georgia 30303
United States of America

WILTON PARK
WISTON HOUSE, STEYNING, SUSSEX
BN4 3DZ
Tel.: STEYNING 2025-26, 2332

FOREIGN AND COMMONWEALTH
OFFICE

Mr. Anthony mentioned the possibility of your wife accompanying you, and we should certainly be glad to welcome her here. We have one double room on the ground floor which we could reserve for you in this case.

I look forward to hearing from you.

Yours sincerely,

O.G. Hayward
Director of
Administration

January 8, 1970

Mr. O. G. Hayward
Foreign and Commonwealth Office
Wilton Park
Wiston House
Steyning, Sussex BN43DZ

Dear Mr. Hayward:

I am writing you with a great sense of disappointment. I was delighted to have the designation of Wilton Park Fellow and the invitation to attend Conference #119, February 1-14. My plans were well underway to attend and Mrs. Via was looking forward to the visit with enthusiasm, but I now find that due to substantially altered conditions here I will be unable to attend Conference #119.

In brief, our federal government has just passed a tax law which has a new and manor impact on private foundations and non-profit organizations such as ours. The next month or so will be crucial in working out our organizational arrangements so that we can successfully adjust to the changed circumstances. These changes coincide with new and expanded duties for me in our organization and with an unusually important Executive Committee meeting.

Paul Anthony and I are both distressed at this turn of events especially since he took the initiative in suggesting my name to you when you wrote asking for a nomination. He will be writing you separately.

It is my great hope that your arrangements there and mine here will be such that attending a future conference will be a possibility.

Once we had made our decision here, I began trying to reach you by telephone. I may still be able to do so, but the unavailability of lines, both Trans-Atlantic and London to Steyning have prevented this thus far.

I am very sorry for this late notice of my inability to attend, but trust that you will realize that my own dissappointment is very great indeed.

Sincerely,

Emory F. Via
Director
Labor Program

EFV/km

BU — England Times

Europe: Will U.S. Influence Decline?

* * *

By CHRISTOPHER HOLLIS

M. Servan-Schreiber's contention is that European industry is falling very rapidly under American ownership and is having imposed upon it American methods of management. General de Gaulle may have preached against the dangers of Americanization, but his policy of nationalism, which compelled the European states to develop their industries as individuals rather than as a unit, was very largely responsible for the fact that the Americans, to whom it was a matter of indifference in which country they placed their factories, could impose themselves on the Europeans, who were handicapped in their negotiations by their need to respect their national boundaries.

From this thesis, fully supported by abundant statistics, M. Schreiber concludes that, if there is no counterattack, Europe is destined before long to be no more than an American satellite. What is required is a real Europe, a federal unit with a strong government. In that Europe it is essential that Britain be included, not so much for Britain's advantage but because Britain is the only European country with developed technology and managerial technique.

There may be some who will say, "Does this Americanization matter? This arrangement will offer us a standard of living lower perhaps than that of the Americans but higher than we now enjoy—and quite sufficient. If the Americans want to run the world let them!" Indeed some will add, "Is not the remedy which M. Schreiber offers almost tantamount to the disease? If we can only escape from the furious restlessness of Americans by becoming furiously restless ourselves, what is the gain?"

A Ready Champion

M. Schreiber is, I presume, a Lotharingian. It is almost always those who come from this great central district between the Rhine and Lorraine and who are not truly either French or German who are the most ready to champion the cause of a full supranationalism, but for myself, whatever the force of this or that argument, I would agree with M. Schreiber that Europe ought to survive and ought not to be content to be merely an American satellite. But quite frankly, to a large extent, I would think it for almost exactly the opposite reasons to M. Schreiber.

M. Schreiber seems to have no doubt at all that America will advance without interruption from inevitable strength to inevitable strength. He accepts the statistics of the genial Mr. Herman Kahn, that Dr. Strangelove of the flesh, with a great deal less questioning than Mr. Kahn ever accepts them himself. But if we compare M. Schreiber's forecasts with those of another very distinguished European scholar, Dr. Lukacs, the author of *The History of the Cold War, The Decline and Rise of Europe,* and other works, we find a very different estimate.

* * *

The author is a British publishing executive and former conservative member of Parliament. This article originally appeared in "The Tablet," a British magazine.

Though Dr. Lukacs' contentions are not as fully supported by statistics as those of M. Schreiber, it is hard for anyone who has regularly visited America for almost half a century not to feel that they are deserving of consideration. Dr. Lukacs, a Hungarian, lives in America. M. Schreiber, one feels, knows about it mainly through its statistics. To Dr. Lukacs the years of the last decade have been years of the decline of American power—"the decline of the superpowers," as he calls it. He jeers at the "intellectual analysts of totalitarianism with their usual penchant for predicting the continuation of whatever seems to be going on."

America has in the last decade allowed its economy to be distorted into a vast military machine. A third of the working population is directly or indirectly on the payroll of the Pentagon. It has built up the most extensive bureaucracy in the world with more administrators than producers. Its universities, previously so proud of their freedom, have to a large extent allowed themselves to become the servants of the military programs.

Nor has all this distortion even brought them strength. For it is the paradox that the Americans have armed themselves with weapons so horrible that they do not dare to use them and can therefore be defied with impunity by the most puny of powers as never in the past—defied by Castro in Cuba, their ambassadors in Central and South America murdered or kidnapped, their attempts to win a war in Vietnam frustrated and the army in disaffection.

Until recently the visitor to America was always struck with the conformist mind of its people—their readiness to accept without question "the American way of life." Students did their assignments in the universities without criticism. Whites took it for granted that the Negro problem was solved and no reforms were necessary. All this stemmed from the assumption that America was invincible—that she could rule the world by her mere *fiat.*

The psychological effect of the failure of the Vietnam war has been immense. No visitor can surely fail to think that the whole country is today a very different place from what it was five years ago. There is indeed a new conformity, but it is a conformity in nonconformity—a sort of package deal of anti-American opinions which it is now almost obligatory for the American young to hold. "Americanism is now a dirty word in this country," said a distinguished American to me during my last visit this summer.

* * *

Of all the statistics which M. Schreiber offers to us the oddest are surely those on education. His basic contention that in America it is easier to get a technological and managerial training than elsewhere may be true (though one cannot but note how many of America's most outstanding technological achievements have been the work of imported immigrants who were trained elsewhere). But the supporting data which he offers for his contention are extraordinary in their naivety.

An Educational Absurdity

He is content to quote the proportion that attend a university as evidence that Americans are better educated than other people. It is a common joke in America that it is now almost socially *de rigueur* for every boy and girl to go to a college and that, as a result, side by side with worthy schools, the country is peppered with bogus colleges where the students are given degrees but barely taught to read and write. To compare the American statistic with that of countries that insist on a high qualification for entrance into a university is truly absurd.

Nor with all his praise of large units as efficient should M. Schreiber overlook that it is precisely the large number of students and the consequent impersonality of the relations between professor and student which have been a main cause of the riots and disturbances that have invaded even the most distinguished of American universities such as Columbia, Harvard, Berkeley and others. If it be true that there is more technological and managerial training and more Government support for industry in America than elsewhere, is not that simply because the country is more completely under the control of the army than any other? Did the Government support industry before there was an overriding military program?

Economics are a dependent, not an independent, science. They perhaps tell people how best to obtain what they want. They cannot tell them what to want. In the past so large a proportion of every population had so much less than it needed that it was sufficient for Adam Smith or Marx or Ricardo to assume that the sole real problem was how to increase production. But, once sufficiency is attained the law of diminishing returns sets in. Growth—the increase of the gross national product—as the supreme end of man becomes an irrational superstition. The young revolt against it. Dr. Lukacs, as opposed to M. Schreiber, notes "a growing inefficiency in American business."

Its major city, New York, is bankrupt, its garbage is no longer cleared from the streets. Its subway trains run with their windows smashed by hooligans and with no one to mend them. "What are we producing for?" ask the young very reasonably. "To equip

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"Rapid and lasting economic growth," thinks M. Schreiber, "is the point of departure for any policy." "It is the mark of the barbarian," thinks Dr. Lukacs, "to believe that change in itself means a progress." The blacks revolt against a white man's world in whose benefits they are not allowed to share.

An American Curiosity

It is difficult to prophesy the future of any society—particularly in these days and particularly of the American society. For it is an American curiosity that from time to time there is a total, sudden, quite unpredictable but almost universal change of the national mind.

Throughout the 1920s the majority of the people certainly favored prohibition. Then when the banks failed in the early 1930s the whole nation changed its mind overnight and prohibition was abolished without a murmur of opposition. Why the defects of the banking system would be automatically remedied by everybody drinking more, it was impossible to say. In the early years of the last war the overwhelming majority of opinion was in favor of neutrality. The day after Pearl Harbor not a voice could be found to oppose not merely war against Japan but also war against Germany, which had had nothing whatsoever to do with Pearl Harbor.

What, then, are likely to be the consequences of defeat in Vietnam? Who can say? Doubtless some way will be found of bridging the present gap between the old and the young without catastrophe. But it will not be done without friction—friction which is bound to show itself in a certain slowing-down of production, and if economies are necessary, it is only reasonable that the first economy should be to call in foreign investments.

My main reason, then, for supporting a strong Europe would be not that without it we are likely to be dominated by America nearly so much as that we are likely to be deserted by her.

SRC Adm

EV

SRC EXECUTIVE COMMITTEE MEETING

June 9-10, 1972

SCHEDULE OF EVENTS:

FRIDAY, JUNE 9

12:00 noon	Lunch in Council Offices. All Staff will be present. Look around.
1:00 p.m	Executive Committee begins meetings (third floor space). All staff present through initial report of Executive Director. Following staff will be present for agenda items involving them and are welcome for other parts of meeting on Friday afternoon and Saturday morning: Bowie, Vick, Brothers, Via, Wood, Anderson, Watters, Fancher, Watkins, Harris, Hall, Wright, Campbell, Herman, Norvell, Morgan.
6:00 p.m.	Social Hour (Council offices). All staff are invited.
7:30 p.m.	Dinner, Executive Committee, Atlanta American Hotel (Executive Session).

SATURDAY, JUNE 10

9:00 a.m.	Executive Committee Meeting.
12:00 noon	Adjournment

A G E N D A

FRIDAY AFTERNOON AND SATURDAY MORNING

A. ADOPTION OF AGENDA

B. RESOLUTION ON SRC'S TAX EXEMPTION

C. REPORT OF THE EXECUTIVE DIRECTOR

D. PROGRAM

1. Report on Program Development strategy for 1972-73

2. Report on the current projects sponsored by the Council.

   a. School Desegregation Project-C. Wright & Leon Hall

   b. Black Women's Employment Project - Emory Via, Alexis Herman, Paulette Norvel

   c. Housing - Art Campbell

   d. Education Coalition Report - Emory Via

3. New Program Directions

   a. Technical Assistance for Community Development Corporations - Harry Bowie

   b. Exploratory Health Services Project - Harry Bowie

   c. SRC role in developing comprehensive programs for black elected officials - Harry Bowie

   d. Education Proposal - Emory Via

   e. Conference for Stouffer Foundation Fellows -C. Wright

   f. Black Appalachian Commission - C. Wright

E. PUBLICATIONS

1. Robert F. Kennedy Memorial Foundation - Bob Anderson

2. A proposal for further study - Pat Watters

F. FINANCE

1. Current financial report

2. Negotiations with foundations

3. Amended budget for 1972

4. Report of Internal Revenue Service on Council tax-exempt status

G. COUNCIL STRUCTURE AND THE ANNUAL MEETING

1. Nominating Committee - Composition of the committee and determination of instructions for the committee

2. Annual Meeting of the Council - Time, place and agenda

3. Council Awards

   a. Lillian Smith Award

   b. George Mitchell Award

   c. Suggestions for additional awards

4. Proposed dissertation on Council history

H. ADMINISTRATION

1. Report on acquisition of additional space - Jim Wood

2. New communications system - Jim Wood

I. EXECUTIVE COMMITTEE

1. Executive Committee vacancies

2. Fix regular schedule of committee meetings for 1972-73

J. MISCELLANEOUS

A G E N D A

(EXECUTIVE SESSION)

Friday Night - June 9

A. FRINGE BENEFITS

Report on the study of the adequacy of benefit programs sponsored by the Southern Regional Council, and recommendations for their improvements.

B. EXECUTIVE COMMITTEE MINUTES

Approval of the minutes of February 4, 1972

C. SALARIES

A report on steps taken to determine the equity of existing salary structure, together with recommendations for salaries for the staff members.

EV

MINUTES

of

EXECUTIVE COMMITTEE MEETING
June 9-10, 1972

The Executive Committee met Friday, June 9th at 1:00 p.m. in the Southern Regional Council conference room. It was called to order by Dr. V. W. Henderson, chairman. Members present were: Dr. C. G. Gomillion, Mr. Robert Palmer, Dr. Raymond Wheeler, Mr. Joseph Haas, Miss Josephine Wilkins, Mr. John Wheeler, Mrs. Patt Derian and Mr. Hodding Carter, III. Mr. Donald Hollowell arrived for the evening session. The entire SRC staff was present for the first portion of the meeting, and program staff members were in attendance throughout.

ADOPTION OF AGENDA

The agenda was unanimously approved.

RESOLUTION ON SRC'S TAX EXEMPTION

The Resolution on SRC's Tax Exemption was circulated and properly signed by each member of the Executive Committee.

REPORT OF THE EXECUTIVE DIRECTOR

The report of the Executive Director (Exhibit A) was given by Mr. Esser. The Committee thanked Mr. Esser for his thorough and excellent report.

REPORT ON CURRENT PROJECTS SPONSORED BY THE COUNCIL

1. School Desegregation Project. Leon Hall reported that the purpose of this project is to help facilitate massive school desegregation in a manner that is constructive for all parties involved and that

emphasizes the utilization of students as a resource. The approach involves efforts to help high school students to relate to peer groups, such as other high school and college students (especially freshmen and sophomores in college). The program is designed, in the absence of regular programs grounded in a human relations approach, to initiate and develop these types of programs in schools in different parts of the region. Efforts are also made to help groups working with school desegregation to view students as a resource in grappling with and solving some of the problems in school desegregation.

The most difficult task is finding white college students who will go back to their home communities and work with white school students.

There will be a ten-day Institute June 23-July 5, to give training and orientation to about 80 students from across the region who will be working in local communities this fall. About 70% of these students will be high school students, with 25% or more white. The Institute will be held at Camp Rutledge in Hard Labor Creek State Park.

Long range objectives of the program are to phase out the need for a school desegregation project. It is hoped that from these types of institutes, SDP will be able to develop the skills of a growing number of students so that there will be both trained and responsive student leadership in each state and public school leadership willing to call on student leadership resources.

2. Black Women Employment Project. Alexis Herman and Paulette Norvel reported on this project, which is part of a research effort administered by the Center for Human Resources at the University of Texas. Based on current research findings, the project came into being because black females are not only at the bottom of the national economic job market but also face the most difficult task of any group in finding employment commensurate with skills and education. The purpose of this project, therefore, is to help place qualified black females in upper level white collar jobs in the major industries in metropolitan Atlanta. The project seeks out applicants to be screened for employment in such businesses as banks and financial institutions, manufacturing industries, airlines, governmental agencies (state and local), and retail and service establishments. Contacts and referrals have been made through such local groups as the League of Women Voters, community groups, and the Atlanta University Placement Office.

As of this date (the project began in April), 121 applicants have been interviewed, and 9 persons have actually been placed.

3. Housing. Art Campbell reported that his program had focused on two major areas this year:

a. Housing Discrimination. Last year a report was published on fair housing throughout the south. SRC also helped organize and develop a program for the Atlanta Regional Open Housing Coalition, which is now in being. It is intended to serve as a model for the region.

b. Emphasis in housing production has been placed on rural housing, through such projects as assisting to develop housing for the Panola Land Buyers Association in Sumter County, Alabama, and co-sponsorship with the State of Georgia of a statewide conference on rural housing, held recently in Tifton, Georgia.

c. SRC staff is investigating a number of other issues related to housing and urban growth for action during the coming year.

4. Education Coalition. Emory Via reported on the recent monitoring report of forty- three urban school systems in the south by the Education Coalition, of which the Southern Regional Council is a member. The report, entitled "It's Not Over in the South," was prepared as a cooperative venture by the organizations involved, and SRC's part consisted of monitoring the Atlanta school system and editing of the final publication.

NEW PROGRAM DIRECTIONS

1. Mr. Bowie reported on three developing programs, in each of which he is playing the primary staff role.

a. The first is the creation of a proposed new regional organization to provide technical assistance and liaison with the business and financial community for community development corporations in the region. The four major CDC's presently supported by the Ford Foundation form a core for this operation,

and Mr. Bowie serves as chairman of that group (the organizations include the Foundation for Community Development of North Carolina, The East Central Community Organization in Hancock County, Georgia, The Southeastern Alabama Self-Help Assoc. headquartered in Tuskegee, Alabama, and the Mississippi Association for Community Education, serving the Delta of Mississippi). This committee is serving as a steering committee to form the corporation which will have representation from business and financial institutions in the region, as well as from CDC's, and it will be evolved to serve all major community development corporations engaged in economic activities in the region.

The Irwin-Sweeney-Miller Foundation has already made a grant of $225,000 for three years, and the Ford Foundation has agreed to match this sum. The Southern Regional Council is serving as convenor and fiscal agent, for the organization will eventually be independent.

b. SRC has been asked to assist the Delta Community Hospital and Health Center, Inc., in Mound Bayou, Mississippi in two ways. First, that organization has asked SRC to initiate supportive research in helping develop a health maintenance organization ministering to the needs of the black rural poor in Mississippi, and second, the organization has asked SRC's assistance in securing additional financial help and technical

help for its major combined health and medical program. SRC is undertaking this program as a starting point for looking at the problems of health delivery systems in the south, to determine ways of both evaluating the shortcomings of the existing system and of exploring new ideas for developing a more responsive delivery system.

c. Messrs. Esser and Bowie have been working with John Lewis of the Voter Education Project, Dr. Vivian Henderson and Bob Kronley of the Southern Center for Studies in Public Policy of Clark College in an effort to develop a comprehensive approach for providing training and technical assistance for black elected officials in southern states, as well as providing resources for more sophisticated research on governmental issues to help support black officials in government in those states. Initial conversations have been focused around proposals for creating full-time programs at predominantly black colleges in a number of southern states with more sophisticated research and graduate training in one regional center.

2. Research and Public Education. Mr. Via reported on SRC's explorations this spring into the kind of program the Council should develop in the field of public education, a program that recognizes the crises and needs in southern public schools but does not overlap the efforts of other organizations. He reported that Mr. John Egerton of Nashville,

formerly of the Race Relations Information Center staff, had been employed as a consultant for six months to help in this process.

3. Conference for Stouffer Foundation Fellows. Mr. Esser noted that the Stouffer Foundation of Winston-Salem, N. C. had again asked the Southern Regional Council to organize and sponsor a three-day conference for new Stouffer Fellows who are to enter predominantly white prep schools in the south this fall. Some fellows presently in selected schools will also attend. He has asked Clarence Wright to coordinate with John Ehle of the Stouffer Foundation in the plans for the conference which will be held in Washington in August.

4. Problems of Predominantly Black Colleges in the South. George Harris reported on his current research for the Legal Defense Fund of the problems of the thirty-three public colleges in the south. Of these colleges nine have either gone all white or are being integrated at such a rate that by 1974 their projected student bodies, administrations and faculty will be over 50% white. Fourteen more are within 15 miles of a major state university, or a major branch of a state university. Black and white public colleges in Tennessee, Alabama, Florida and Louisiana are currently embroiled in "consolidation" proposals, and the discussion in each black college community is focused on tactics designed to prevent steps by state government to destroy the institution. Harris reported that his task has been an attempt to find some answers, specifically as these issues are being worked out in the state of Alabama. He stated his belief that SRC must be concerned with

this problem, either directly or in cooperation with organizations such as the LDF, at a time when it is necessary to guarantee a black presence in the public higher educational system geared to provide leadership for critical regional needs.

5. The Black Appalachian Commission. Clarence Wright reported on the current status of BAC which is currently occupying space and receiving technical assistance from SRC. The BAC evolved out of the formation of special interest commissions in the Council of the Southern Mountains two years ago, and its emphasis has been on the problem of Appalachian Blacks who have received so little attention from federal programs such as that of the Appalachian Regional Commission. Wright has been very active in helping development of the Commission, and during the last two years SRC has provided some small amounts of seed money to help in basic organization of the Commission. The Commission now has a full time Executive Director in Jack Guillebeaux, formerly a staff member with the North Carolina Fund and with a North Carolina Community Action Agency, and Wright has been giving assistance to Jack in formulating proposals for program development and funding.

REPORT ON PROGRAM STRATEGY FOR 1972-73

Following the discussion of existing projects and new program directions, Mr. Esser made a special report on the approach he is recommending for SRC in determining program priorities for the future. He distributed to members of the committee a tentative calendar of program and organizational development (See Exhibit B) noting that it

was tentative, too optimistic in its time staging, and subject to review and change by the staff as a whole. He added, however, that it embraced the conclusions of the staff at the staff retreat, was aimed at permitting implementation as quickly as possible of the Council's 1971 mandate, and was in accord with current thinking concerning the most flexible method for organization of a staff with goals and objectives similar to SRC.

The Committee received the report and calendar with interest and encouraged the director to continue with his program development.

PUBLICATIONS

1. Robert F. Kennedy Memorial Foundation. Bob Anderson reported that one of the Robert F. Kennedy Journalism awards this spring went to a young man named Beekman Winthrop for his article in New South entitled "Worms Turn People Off". The award was one of two in the magazine category, the other going to Newsweek reporters. SRC was in competition with 64 nominations from such diverse publications as Playboy, Nation, Esquire, Readers Digest and Today's Health. The Award is made each year by a panel of distinguished journalists after a careful review of published materials that illuminate the life styles, handicaps and hopes of the disadvantaged with insight into the causes, conditions and remedies of their plight. The article was the young man's first published work. It was an honor for the author, but also for SRC and our publications program.

2. A Proposal for Further Study. Pat Watters reported on a proposal that represents careful thought over a considerable period by the publications staff. In essence, what they propose is to merge the two present publications, New South and South Today, into one top quality monthly magazine with considerably expanded scope. The logic of the proposal is pretty obvious. SRC presently has a limited staff and limited financial resources divided between the two publications; there is no clear-cut distinction between subject matter or the audience for the two publications. With the same staff and the same or possibly a smaller budget, SRC can produce as fine a magazine as there is in the country. The idea would be to continue emphasis on both the investigative stories typical of South Today and the more reflective articles in the New South, but in addition to make the magazine a vehicle for projecting and interpreting the new programs and goals of SRC. A most important part of the new magazine would be to provide a voice for Southerners who are involved in important efforts and activities or who have ideas and experiences to relate. It would also provide a voice for southern writers and other creative people, and would include special features on the arts, literature and politics. SRC would use every possible means to promote the new magazine with a view to developing a much larger circulation, and advertising would be sought. Even with the present small circulation, we have been assured that we can attract advertising because of the specialized audience we reach. While there would be a continued

emphasis on coverage of the south, the magazine would also carry material about national events or events in other regions from a southern perspective. In effect, the goal would be to aim at both a regional and a national audience with a magazine written and edited from a southern perspective. Mr. Watters noted enthusiastic response from both writers and publishers who have been consulted, and there is a strong belief that such a journal can provide a model for a quality publication free of New York City restraints. Cost figures are being secured but preliminary estimates indicate that the present level of subsidy would not be exceeded and that the present level of free circulation can be continued. Monthly publication would allow such savings as buying paper for the year at reduced cost. In sum, what is proposed is better use of resources to provide a publication that is better suited to the new programs and goals of the Council, and that will reach a much larger audience. Mr. Esser noted that a special staff committee is being formed to explore the idea in greater detail and to report back to the Executive Committee in September.

FINANCES

Mrs. Vick gave an oral report as of May 31st. Mr. Esser then noted that SRC was obligated to give a progress report to the Ford Foundation before further Ford funds could be released, and that he had received assurance from the Foundation that the 1972 grant could be modified to provide for full expenditure of this year's grant by November 1st. He then presented a resolution authorizing him to submit to Ford

Foundation a request for modification of the 1972 grant. After discussion the resolution was moved, seconded and unanimously adopted. (Exhibit C)

Mr. Esser submitted another resolution redesignating the persons who can countersign checks. The resolution was moved, seconded and unanimously adopted. (Exhibit D)

Finally, a copy of the letter from the Internal Revenue Service approving all expenditures by the SRC for the tax years 1967, 1968, 1969 was distributed. (Exhibit E)

COUNCIL STRUCTURE AND ANNUAL MEETING

Mr. Esser noted that because the Council had not held an annual meeting last year, no action had been taken on the recommendations of the nominating committee for 1971. After discussion the executive committee agreed to ask the nominating committee to reconvene to review their recommendations for 1971, and to make recommendations for the filling of the 1972 vacancies.

After discussion of dates for the annual meeting and the availability of space, it was decided to hold the annual meeting on December 1-2, 1972, at the Sheraton Biltmore Hotel. The director and staff, with the advice of the chairman of the executive committee and the president of the Council, were instructed to draft the agenda for the annual meeting for review at the September meeting of the executive committee. Possible speakers for the annual dinner were discussed and the committee agreed that Tom Wicker should first be approached as the

speaker. There was extended discussion about whether to continue the practice of inviting guests from the Atlanta community to the annual dinner, and ultimately a motion was adopted that a small dinner charge should be made for all invited guests (in the neighborhood of $3.00).

Mr. Esser distributed a memorandum from Dr. Bell Wiley, chairman of the Lillian Smith Awards Committee for 1971, and he recommended that the 1971 committee members be asked to serve again this year. This recommendation was moved, seconded and unanimously adopted, with the suggestion that if any member does not accept appointment, the vacancies would be filled by the president of the Council with preference given to a woman.

Mr. Esser noted that a young candidate for the Ph.D degree of Boston University, Edwin Plowman, is doing his dissertation on the strategy employed by the Southern Regional Council during the last twenty-five years, and that Mr. Plowman is being given access to all records he needs.

ADMINISTRATION

Jim Wood reported on the new space that the Council is acquiring on the third floor of our building. The mail room and library will be moved to this space, leaving space on the second floor for additional offices and for a large conference room adequate to accommodate the staff and executive committee. Other staff offices may be moved to the third floor space.

The communications systems will be changed, and a switch board will be installed. SRC has also been negotiating with the telephone company about installing WATS lines to be used for outgoing and incoming calls, the experiment to initially cover the states of North and South Carolina, Florida, Alabama, Mississippi and Tennessee.

Mr. Esser also reported that the Ford Foundation is giving to SRC the furniture and equipment heretofore used by the Foundation in the Chapel Hill office.

It was moved, seconded and unanimously adopted that the staff be authorized to proceed with the remodeling of the additional space and installation of new communications system.

EXECUTIVE COMMITTEE

Current vacancies on the Executive Committee were discussed, and it was decided not to fill the vacancies at this time, but to ask the nominating committee to make recommendations to the Council for filling the vacancies.

The next meeting of the executive committee was scheduled for September 15-16, beginning at noon the 15th. It was decided that at that meeting a regular schedule be set up for executive committee meetings for 1972-73.

MINUTES OF FRIDAY NIGHT SESSION

The executive committee met Friday, June 9th, at 8:00 p.m. in a private dining room in the Atlanta American Hotel for a discussion of personnel matters. The meeting was called to order by Dr. Henderson, the chairman. Members present were: Gomillion, Palmer, R. Wheeler, Wilkins, J. Wheeler, Derian, Carter and Hollowell.

The committee reviewed and adopted the minutes of the meeting of February 4, 1972.

Mr. Esser reported on the fringe benefits of the Council, noting that there had been no significant change in the protection of Council employees for life insurance, medical protection and retirement for over ten years. He first reported that his efforts to have the Council made eligible for coverage under the Teachers Insurance and Annuity Association programs had been unsuccessful. He then reviewed coverage under the existing group life insurance policy, pointing out that presently there was a flat $10,000 policy on all employees and recommending that the policy be strengthened to provide additional protection for all employees. He suggested that the approach of TIAA be adopted, whereby all group life insurance is keyed to salary with younger employees being covered at about four times salary, employees 35-50 at about twice salary, and employees over 50 in an amount equal to salary. He also recommended that the maximum coverage of the medical policy be increased to $50,000 to assure protection of all employees against disastrous illnesses or accidents.

Approval of these recommendations was moved, seconded and unanimously adopted.

There followed discussion of the retirement program of the Council. Mr. Esser noted that on the average, education institutions and non-profit agencies in the region were contributind an average of 8% from agency funds for support of retirement programs, and that 8% was also the average contribution which was necessary to assure most employees of a retirement payment which, when taken into account with social security, would amount to about 65% of annual income at the time of retirement. On the other hand he pointed out that individual policies, such as now held by SRC employees, would not insure veteran SRC employees of this level of support even if SRC increased its contribution to 8%, since a number of employees had worked for long years at the lower level contribution. There are approaches to retirement which might meet the needs of veteran as well as younger employees, but full details have not yet been worked out. The committee agreed that the director would further explore different approaches to retirement systems and make recommendations for strengthening SRC's system to the Executive Committee at its meeting in September.

Messrs. Bowie and Wood left the meeting at this time. Mr. Esser then reported on steps being taken to determine the equity of the existing salary structure, and he made recommendations for salary adjustments for two staff members as well as salary levels for the three new staff members. These salary recommendations were approved unanimously by the committee.

The committee adjourned at 10:00 p.m.

SOUTHERN REGIONAL COUNCIL
63 Auburn Ave., NE
Atlanta, Georgia

September 1, 1959

The enclosed mailing has gone to over one hundred labor leaders in the South. You also will receive these same reports plus special reports and pamphlets of greater length. We would be most happy to have your suggestions as to the further use of these materials. Also, if you would send us the names and addresses of unionists in the South whom you feel could make constructive use of these materials, we would be most happy to add them to our list.

SOUTHERN REGIONAL COUNCIL
63 Auburn Avenue, NE
Atlanta, Georgia

Memorandum September 1, 1959

ABOUT THESE REPORTS

Enclosed are two reports from the Southern Regional Council. The first explains that this is the beginning of a series on special topics which will come out from time to time and gives you some background on the Southern Regional Council. These are being sent to you at the suggestion of Emory Via, who was formerly the labor consultant for the Council.

We think that you may find these reports useful in any of several ways. Of course, just how it is used will depend upon your role within the union, what you think of a given report, and what issues you feel need attention with the people with whom you work.

It may be that the reports can serve as the basis for an educational program or as background for a piece of material that you write. They may be useful for selected distribution, and in some instances you may wish to reproduce it and see that it is circulated widely. In any case, we feel that you will find that most of these reports have information which can be helpful to you as these problems arise in union situations. The information in the reports will be authoritative and enlightening; you will always know the source of the facts and opinions expressed in them.

We would be happy to have your comments from time to time regarding the "L" Reports; if you would like to have copies of those already published, check the titles you want on the attached list and send to us with your name and address. NOTE: These reports have been punched for your convenience so that you can collect and refer to them in a standard three-ring notebook binder.

We hope to hear from you.

SOUTHERN REGIONAL COUNCIL
63 Auburn Avenue, N.E.
Atlanta, Georgia

L I S T
(Leadership Education Reports)

☐ Report No. L-2
"Excerpts from Speech of John P. Fishwick, Vice-President, Norfolk and Western Railway, to Rockingham Development Corporation, April 6, 1959."

☐ Report No. L-3
"How Could Shut Schools Affect State Economy?"

☐ Report No. L-4
"Public Schools and Southern Industrial Progress: Statements from Leaders in Business and Industry."

☐ Report No. L-5
"Public Schools and the Economy of Virginia."

☐ Report No. L-6
"The 'Davis Report' and the Truth About the Public School Situation in Washington, D. C."

☐ Report No. L-7
"Governor Almond (Virginia) on the Importance of Public Schools."

☐ Report No. L-8
"Race and Intelligence."

☐ Report No. L-9
"The Private School Answer to the Desegregation Crisis... The Virginia Experience."

NOTE: Check the title(s) you wish and mail to the Southern Regional Council.

-:-

EFV Consultation with SRC Aug. 27,28,31,& Sept 1,2,8,1959

First of all a comment on SRC. It looks in good shape. I don't think it has ever been near so fit to function programtically. My high hopes for it are increased.

What I have attempted to do:

Field Director: To give him some estimate on a state by state basis of what the situation in labor is relative to the Council and its concerns, and to indicate some of the problems and prospects with union groups. A list of field contacts to be made over a period of time and as needed was suggested. People who were important to state and local labor movements were suggested where it was felt that they would be cooperative in supplying information or working on some level of the field of race relations. A few guide lines were given for state group fund raising with union groups. The files on SRC labor conferences were uncovered and some use suggested for their contents. Two communications going to union leadership mentioned the Field director by name; it is hoped that some call will be made on him for consultation and possibly speaking -- partly as a way of establishing rapport. Several labor situations in the field were mentioned as places or developments to be checked just to see what has happened, and in a couple to see if there was any consultative role for SRC.

Materials Distribution: Some 135 labor leaders, mostly southern, were put on a list to receive the "L" reports regularly. This same list is to receive four mailings of selcted materials(see the schedule). A portion of the list is to receive the Background report on School Deseg. Many of these people may receive an invitation to subscribe to New South after receiving sample copies. At Editors discretion.

HCF personal contacts suggestions: A list of natioanl labor leaders for HCF to get to know and interview over a period of time. Many of these could be seen in connection with other trips to N.Y. and Wash.

Fund Raising proposals: proposing fund raising efforts with 10 labor organizations; all but about three of these have not been approached by SRC previously. Suggestions were made regarding contacts, follow-up by EFV, ideas on approach, materials to be sent,etc.
It is hoped that in some cases that the materials distribution will lead to a greater awareness of SRC, its quality and potentail as far as being worthy in labor eyes is concerned.
In general I am suggesting that the request wait until after the materials have gone out on schedule and in most case until after Via has made some contacts during November in a national conference being held in Madison. I think we should increase the use of "mutual friends" in our approaches both in supporting letters and in terms of commendation received by the Council.

Chatanooga Times

June 22, 1973

CONFERENCE HELD ON HUMAN RIGHTS

Workers From Southern States Attend 4-Day Session in Atlanta

Special to The Chattanooga Times

ATLANTA — Professional human rights workers from across the South recently completed a four-day training conference sponsored by the Southern Regional Council (SRC), the National Association of Human Rights Workers (NAHRW), and the International Association of Human Rights Agencies.

Conference participants represented public and private agencies at local and state levels in Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, and Virginia.

The conference focused on enforcement of civil rights laws, creative handling of intergroup conflict situations, and increased effectiveness of communication between different racial and socio-economic groups throughout the South.

Planning of the conference was directed by Willie T. Caruth, associate director, Nashville Human Relations Commission, and Emory Via, Southern Regional Council.

George Esser, executive director of the Southern Regional Council, told the participants that this was an "important bringing-together of human rights workers in discussions of critical importance.

Share Erperience

"In this arena of social struggle and change, we the participants must constantly reevaluate our effectiveness share our common experiences, search for new information and devise better ways of pursuing our goals of equality of opportunity for all Southerners," Esser added.

Speaking on "Economic Developments Affecting the Attainment of Human Rights" was Nathan Garrett a certified public accountant from Durham, N.C. Pointing to the needs of the black and poor communities in the area of economic development, Garrett emphasized the importance of community economic development as the best way in which to guarantee solid economic progress while at the same time protecting human values.

A session on investigating and conciliating race and sex discrimination complaints in employment was led by Tom Ebendorf, compliance director with the Kentucky Commission on Human Rights.

A writer from New York, Bennet Kremen, and a research associate at the Center for the Study of Human Resources at the University of Texas at Austin, Lee Balliet, discussed "Perspectives on Current Community Attitudes."

While researching his forthcoming book, "The Thunder Still Rumbles: A Journey Through America," Kremen spent considerable time in the South, observing the easing of racial tensions where blacks and whites coalesced on economic issues.

Kremen described the successful attempts of blacks and whites to form a union in a Georgetown, S.C., steel corporation, saying "Coalition will be possible when you hit people in the breadbasket."

Wages Fall Behind

Balliet contended that the earning power of the average working class Southerner is not keeping pace with the accelerated economic growth now taking place in both the rural and urban South.

Dealing with the question of "Achieving Community Backing and Political Support for the Passage of Enabling Legislation" was Galen Martin, executive director of the Kentucky Commission on Human Rights.

He stated that the most serious impediment state and local human rights agencies face is that the agencies themselves "destroy their potential because they narrow their scope of operation and lack imagination."

He recommended that each agency spend at least 10 per cent of its budget on self-education and communication with other agencies in the field.

Leon Hall, director of the SRC's School Desegregation Project, focused on "Effective Communications Between Different Racial and Socio-Economic Groups."

Hall described the role he played as a "communicator" in Memphis during that city's recent school desegregation crisis.

An innovative treatment of dealing with intergroup conflict was introduced by Alana Cohen, assistant director of the Community Crisis Intervention Center at Washington University in St. Louis, Missouri.

Ms. Cohen led the participants in a role-playing situation she called, "Crisis in Maryville," based on an actual boycott in a Southern town.

Working as Team

She said, "In this way, we try to get the participants to experience the real life situation, to share ideas and form new strategies in solving problems, and learn how to work as a team. Whenever we've done it, people get a grip in a short time on what they should do when they come into a crisis."

Citing the need for the conference, Fred Cloud, president of NAHRW, said, "Human Rights agencies in the Southern states are, generally speaking, the newest and weakest in the nation, with the smallest budgets and staffs and the fewest enforceable laws.

"Without maximum information and human relation skills, it is extremely difficult for human rights agencies to make significant changes in the structures and practices of society so that minority group members can experience real equality of opportunity in employment, housing, education, and treatment at the hands of the police."

Registered for the training conference from Tennessee were James A. Anderson and Miss Tommie Brown, Chattanooga; John L. Denson, Dick Moon, Patsy Mullins, Jim Phelps, Vickie J. Shaw, Willie Caruth, Fred Cloud, Nashville; Ronald K. Hooks, Calvin Taylor, Jocelyn Dan Wurzburg, Memphis.

Statements on meeting Expected Participation Annotation

ILD Able-Frank Bender-Weston

Fri (aft) ILD? Stein Selden reception

Exhibits

What schedule for Thurs Fri or Fri Afternoon

Proposal for Seeking Funds from Union Organizations

1. A letter, attached, would go over the signature of the Executive Director to nearly every national union. A list of those unions and proposed omissions is attached.

2. Where staff or policy persons in the union are known by members of SRC staff, Kehrer, or close friends of the Council, support letters of a personal nature would be sent asking them to reinforce the request letter.

3. The labor members of SRC board would be asked to write a joint supporting letter.

4. Where appropriate communication should go to a national union's regional director, it could come from Via, Kehrer, or one or more of the union members of the Council.

5. Question: What materials should accompany the request? Kehrer does not feel an audit statement needs to be sent. Initially we thought of sending the Program for the Seventies but the reprint of the Annual Report with pictures and layout is considered a better choice.

   Should the news clips mentioned in the proposed letter be included?

   Should a copy of a letter sent by the union Council members to state AFL-CIO's go with the national union solicitation?

   Do we mention past contributions to SRC from specific unions in our letters to those unions (ILGWU, UAW, Steelworkers, Amalgamated Clothing Workers, Textile Workers)?

6. Needed: Proposed draft of letter from union members of Council to state AFL-CIO bodies and consent for its being sent and the mechanics for handling established.

[Propose Set amount for annual contribution personal mtg

Wait on Kehrer contact with Becker re Pres (Weeks, Pres Becker, Secty Treas) with So. Lab. Sch. re Bd of Control of SLS

RAYMOND M. WHEELER, PRESIDENT
PATRICIA M. DERIAN, VICE-PRESIDENT
C.G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
GEORGE H. ESSER, JR., EXECUTIVE DIRECTOR

Southern Regional Council, Inc.
52 FAIRLIE STREET, N. W. ATLANTA, GEORGIA 30303
522-8764

July 26, 1973

Proposed Draft

Mr. David Selden, President
American Federation of Teachers
AFL-CIO
1012-14 Street, N.W.
Washington, D.C. 20005

Dear Mr. Selden:

The Southern Regional Council, the oldest Southern citizen's group devoted to a better, and integrated and just society in this region, has begun a new program thrust for the '70s. A copy of our Annual Report, indicating some of our thinking and activities to implement these new directions, is enclosed. A critical part of our new program is that of southern economic development. We are broadly interested in improving the economic condition of all the people of the region with special emphasis on those who are black and poor. And in this regard, we believe that trade unions can, and must, play an important role in shaping the economic future of our region.

You will note, also, that our other main program emphases, health, housing, and education, are areas of both critical need and of continuing interest to unions. Attached are three press clippings. Two tell of new programs launched by the Council. The Investigative Journalism Project should substantially improve the quality of reporting on social issues and greatly expand our capacity to bring attention to such issues. The Monitoring Project will give us our first real opportunity to systematically, and on a relatively large scale, judge the performance of governmental services affecting the lives of ordinary and disadvantaged citizens of the region. The third clip simply illustrates a particular program effort in the important field of training the largely new state and local staff people with public human rights responsibilities.

not clip but statement of program

If SRC is to continue to play a vital role, there is an urgent

need to increase and diversify our financial support base. The support of Council programs comes from private sources--individuals organizations, and foundations. The greatest share has come from those few foundations prepared to encourage efforts that seek to improve racial relations, the achievement of civil rights, and the reduction of poverty. We are also very appreciative of an annual contribution from the national AFL-CIO, and have worked with a large number of international unions, state, and local labor organizations in a program way over many years.

We ask now for your financial support to help make our new program possible. We are working diligently to broaden our support from organizations and individuals. A contribution from your organization will directly assist our programs, be of great moral value to us, and increase our effectiveness by diversifying our support. I would be happy to meet with you to discuss ways in which such support would assist our mutual concerns.

If we can provide any further information or be of any assistance in any way, please be in touch with us.

Sincerely yours,

George H. Esser, Jr.
Executive Director

GHE/gms
Encls.

ATLANTA CONSTITUTION
July 26, 1973

Journalism Grants Set By SRC

Atl. Const 7/26/73

The Southern Regional Council (SRC) has announced a new research program aimed at improving the quality of investigative journalism in the South's news media.

The program, scheduled to get under way in September, will provide small research grants to individual researchers for significant projects of limited duration.

According to SRC officials, the grants will help underwrite the production of newspaper and magazine articles, radio and television documentaries and material intended for publication ultimately in book or booklet form.

SRC will accept applications from professional writers and journalists and from anyone in any profession who presents the ability, the interest and a proposal that promises significant results.

The research program will be funded by the Carnegie Corporation and the Markle Foundation and will be concerned only with subject matter that pertains to the South or relates the South to the national scene.

George H. Esser Jr., executive director of the Southern Regional Council, said the program is an extension of SRC's interest in examining Southern institutions and in better informing the South and the nation about the Southern region.

"Historically the South has been able to claim a higher quality of journalism than any other geographic part of the nation," Esser said. "It has been and continues to be a training ground for the national press corps."

The Southern press has been handicapped in the field of investigative journalism, Esser said, "because the region is characterized by a great many small or medium-sized newspapers and television stations instead of a few dominant operations.

"Investigative journalism is expensive and often not financially productive," Esser said, "and the small Southern newspaper simply does not have the comparable resources of the metropolitan newspaper."

Esser said the SRC research program is not a subsidy to the press. "We are subsidizing the writer, not the publication," he explained.

Research grants will be made to free-lance writers and those on leave from regular jobs. The material produced by the grantees will be made available to the media throughout the region.

Dwayne Walls, a free-lance writer and former North Carolina newspaper reporter, will administer the program. Applications will be reviewed by an advisory committee that will be composed of writers, editors and "persons who have achieved distinction in public affairs."

8/2/73

Copy to: PC

George Esser from Emory Via

Re: Proposed phone conversation with Jacob(Jake) Clayman,

Administrative Director of the Industrial Union Department of the AFL-CIO.

As you know the I.U.D. is composed of from 50to 60 unions affiliated with the AFL-CIO which are either industrial unions or unions organized on an "industrial" basis(for instance the Teachers, Porters, and State County Municipal Employees all belong as well as the Steelworkers, Textile Workers, Paper Workers, etc.).

We need to know from Clayman:

1. The best time for a breakfast on Friday, September 7, 1973.

2. His agreement with our proposal to make it informal, several round tables mixing union officers with SRC officers and staff.

3. The advisability of asking one or more union presidents to assist in getting attendance. Should it be by a joint invitation with such presidents, or simply that they would privately encourage attendance.

4. His(Clayman's) recoomendations for getting the word out, assuring a representative attendance.

* - SEE FOLLOWING PAGE

Residual questions(perhaps for Clayman but more likely for Kehrer/Via/Crossland, except if Clayman conversation naturally leads in these directions.)

1. Protocol of asking regional directors and/or senior national union staff (such as res., civil rights, or education) to also attend.

2. Should we determine if Southern state AFL-CIO presidents are attending and if they should be invited(or simply limit to our Council members in this category).

3. Bloody Marys?

4. Speeches. EV suggest limit to as brief as possible some combination of G.E. and top policy person of an introduction to the Council and a welcome backed by displays and access to staff and policy people attending breakfast.

5. No fund raising at Breakfast?

6. Does inviting letter indicate we will ask for support later but that no one will be put on the spot at breakfast.

* For Clayman also:

Regarding Presidents who might help out:

Sol Stetin, Textile Workers Union of America(TWUA) (there is another textile union). We have worked with this union, they have a special interest in the South, achieving SRC goals is compatible with achieving union goals a matter which we have discussed(Via) with Stetin at staff training conferences and with regional director Scott Hoyman.

Would it be better for Stetin to select the other presidents that might join him and SRC in an invitation. I think you ask this of Clayman only if the conversation develops easily an naturally in this direction. My own feeling is that you can avoid competitive feelings by singling out the one person you feel you have good entre to and then let him request others. We also avoid "incompatibilities" about which we may have no knowledge.

However, we could work toward invitations (if needed) coming from the Woodworkers(through Youngdahl -- who may not be known or a favorite with Clayman) or Steelworkers(remember I.W. Able is president, and pres. of IUD) through Walter Burke, Secty.-Treas who Via knows. Or possibly through Communications Workers through George Gill, Exec. V.P. who knows Via and with whom we collaborated when he was in this District. Other possibilities are the Ladies Garment Workers, Amalgamated Meatcutters, Laborer's,

It may well be that Clayman does not care to get into details at all but simply to extend an invitation more personally and to set up the basic arrangements. If this is the case, fine, since we will have to see that basic work is done anyway. However, it might be good to know with whom we should coordinate or report our interim and final plans -- to Clayman himself or a designated person? A little later we should confirm, I think, by letter our intention to have the breakfast and perhaps mention names of staff people and policy people(such as Kehrer) who may be working on actual arrangments. But this can wait until later.

SOUTHERN REGIONAL COUNCIL, INC.

M E M O R A N D U M

TO: George Esser

DATE: August 3, 1973

FROM: Emory Via

COPIES: Page Crosland

File Fund Raising

SUBJECT:

Al Kehrer called the Regency and determined that we did not have space reserved. Space that week is extremely tight but he was able to get a room for breakfast for Friday, September 7. His contact at the Regency is a Mr. Hall (this is not Kehrer's chief contact who was out of town).

Al has indicated to Hall that he and one of us will visit the Regency the week of August 13 to see the room and talk about details of the breakfast and related arrangements.

Because of the tightness of space, Al inferred that this meeting was essentially a part of the IUD Conference and it will be important for him to go along on the meeting with the hotel to "help run interference."

EFV/gsapp

the Benson Organization Inc.
12 Willowick Drive
Decatur, Ga. 30034
(404) 482-8753

4 September 1973

Mr. George Esser
Executive Director
Southern Regional Council
52 Fairlee Street
Atlanta, Georgia

Dear George,

We now have a pretty good reading on the Direct Mail test for a new publication "Southern Voices" which I supervised for you. Except for Teachers and the ACLU list, both of which mailed late, the results are relatively complete.

In our tests were two packages selling memberships which included subscriptions to Southern Voices at a price of $10.00. A test of $15.00 was also made.

I believed, prior to the mailings, that membership was the way to go. Actually, one of the packages had very poor results and the other one, in my opinion, did not do well enough.

In launching a new periodical, I believe one must get a return equal to twice the dollar cost of the mailing. Since your mailings in quantity cost roughly $100.00 per thousand, then par is $200.00 per thousand in returns. Only the Intellectual Digest list, with a 2.2 percent, possibly 2.3 percent return and the Center for Democratic Action, with a 5.5 percent or possibly 5.8 percent return attained par.

Membership at $15.00 instead of $10.00 on an overall basis did in dollars per thousand mailed about the same as $10.000 but of course the quantities are one third smaller and are less reliable.

the Benson Organization Inc.
12 Willowick Drive
Decatur, Ga. 30034
(404) 482-8753

We also tested the concept of subscriptions to the magazine alone at a price of $5.00. To attain par we would need a 4 percent return. Actually, the $5.00 test was a little more than 3 times as successful in number of returns and 50 percent more successful in dollars per thousand mailed.

We attained a projected par on the Harper's list of 4%, Psychology Today of 5.2%, Intellectual Digest of 6.9%, Saturday Review of 4.0% and the Center of 17.4%.

I have not yet been able to pin down actual and available quantities for a launch mailing but I am presently persuaded that you can obtain 1,000,000 names which will produce 40,000 initial subscriptions. This opinion is based upon your being able to convince Norman Cousins to let you have the Saturday Review-World combined list. You are also to use the best of your efforts to obtain the Nader and Common Cause lists.

A launch mailing, if done, should be done the day before Christmas and would, of course, include copy and package tests. New lists, including New Republic, New Times, Avant Garde, Fact, Ramparts, and others, would be used or tested.

Please let me know in what other ways I may be of help.

Sincerely,

R.V. Benson

R.V. Benson

RVB/bb

[illegible] mailings to go to labor "L" list. These should be sent out as close a [illegible] a week for the next four weeks as is possible. In a number of cases [illegible] timing is tied to other things that the Council hopes to do with these [illegible] Acts.

[illegible] the case of the two issues of New South that are being sent it might [illegible] well to send a memo suggesting that they can subscribe.

[illegible] The Negro and the Ballot in the South.

[illegible] New South, December, 1958.

[illegible] New South, February, 1959.

[illegible] Special mailing of "L-8", Race and Intelligence

[illegible] "L" labor list, those marked "A" should also receive

1. Violence and intimidation study
2. Private school plans

The names marked with a B should be sent the Background report and Vin's covering letter.

BEST COPY AVAILABLE

Southern Regional Council, Inc.
ROOM 432, 63 AUBURN AVENUE, N. E. ATLANTA 3, GEORGIA
JAckson 2-8764

HAROLD C. FLEMING
EXECUTIVE DIRECTOR

A Council to attain, through research and action, the ideals and practices of equal opportunity for all peoples in the South.

In recent weeks I have put in some time consulting with the Southern Regional Council. As you are well aware the Council does an outstanding job in action programs, in interpreting the South to itself and to the nation, and in consultation with voluntary and governmental agencies.

I thought that you might find the Council's "A Background Report on School Desegregation for 1959-60" especially informative. It is a solid piece of fact-gathering and interpretation.

You also will be receiving other materials from the Council from time to time. You should feel free to call on the Southern Regional Council, its Director, Harold C. Fleming or its Field Director, Paul Rilling, for information, advice, and consultation on matters that relate to the South and racial relations.

Sincerely and fraternally,

Emory F. Via

EFV/mf

HCF:

The following is not a complete list, but something to start shooting at. It is based on several assumptions which I t ink we hold in common: That these visits would be for the long run p.r. good of the Council in many national circles and especially with labor; that we may be able to increase the total labor support to a more significant annual figure; that in any case, for several of them, their aggregate contribution is such as to warrant our making an extra effort to show our appreciation and to do program interpretation.

I would do what I could with these contacts in the next several months. Remeber that several of your fund rasing letters go out in February and if you are going to strategy a raise in the ante it will take some time.

Call on me where I indicate I can be helpful, or elsewhere.

EFV

Harold:

Some of the people whom I hthink that you should get to know within labor movement circles for the general good of SRC and unions are as follows:

1) Walter Reuther, President UAW, AFL-CIO , and President of the Industrial Union Dept., AFL-CIO

I think that it is high time that the two of you know each other face to face. It would be easiest for you if you could reach him in Wash. but a trip to Detroit should nt not be counted out if you can get a solid appointment. I beleive that friend of mine in Detroit, Bill Dodds on Roy R.'s staff could be helpful along with Bill Oliver and Ben Segal who could work mainly through Vic. Depending on how th approach is made you might even call in the aid of Christopher and Kehrer; their position in labor and SRC would be helpful.

2. Russel Allen, Education Director Industrial Union Dept.

Russ is a personal friend. He has been appreciative of our labor effobts in the past. Very sensitive to the need to to more; in some ways his dept. could do it if they can work out relations with Civil Rts guys. He has direct relation to the ed. directors of unions that make up IUD, and can do what he likes with them. Several have already pushed him(include Segal) in th direction of finding the ways to do more. This could mean program, consultation, money. Also, Russ could serve as a friendly advisor as to what goes on in "The Building"' A call to Rus would get you in. I'd be glad to write at your request. Ben could give excellenr entre.

~~3. James Carey~~

3. James Carey, President I.U.E. , AFL-CIO

Of course work this through / Ben. But work it. This will be support from his union, IUD and Ex. Com . of AFL-CIO. There is no substitute for personal knowledge. Remeber he had quite a pub. rel. visit with McGill about two years ago. Recevied via R.Mc. the best publicity for a labor leader in this neck in a long time.

4.A. Phillip Randolph, President Sleeping Car Porters

Randolph important for his own union and because of his position as the Negro guy in AFL-CIO at national level who has been leading out on Civ. Rits. His own union should be good for $200. Remeber you had a lead to him through Max Delson, Atty., via Alex Miller. I would give hi him and others a strong pitch on our general role, how this is good for labor, and why labor should put in much more. Solicit his help for next year with AFL-CIO.

HCF, to meet, cont.

Charles Zimmerman, Vice Pres.
ILGWU, NYC, and the policy head, chairman,
of AFL-CIO Civil rights committee

Programatic relation in the sense that he gets a feel of SRC should be a chief aim. Remind of gen'l role and how helps laobr. Be sympathetic to difficulty of work with labor in South but indicate need to keep pressing and that after all SRC was able to do a good bit. He probably doesn't know much about my program nor thinks that so much was possible. However, my understanding is that he is a committed guy himslef and not necessariyl a go slow type. It could be that Al Kehrer alone could get you in in good style, but I think that I would use Tyler too. Just dont tip any canoes.

David Dubinsky, Pres.
ILGWU

I would use Tyler's advice, maybe Kehrer, as to what kind of a meeting. But I would settle even for a friendly thank you for al those cards and letters kind of show. They have been steady and significant in support. I would hope for a sounder meeting, but you'll have to feel it out. If you need any extra push with Tyler, I would get Morris to lay it on thick to really open the way for you to do a first class interpretive job, this betterthan just angling for support, of course.

Joe Bierne, Pres.
CWA

I could help some with this one through Bill Smallwood who is Sect-Treas for CWA. Lee White might just do it on the spot sometime, but I generally think that getting a real hunk of interview time is better in these matters. Lee could still help. Sometimes a bit too daffeerntial. I am proposing elsewhere that we ask them for $500. but Bierne is also on IUD and the Ex. Council of AFL-CIO. He may be more sensitive to his own organization contributing, and less so to urging it through one of the fed. bodies.

David J. McDonald, Pres.
United Steelworkers.

I think that you would have to depend on Frank Shane for this and it be done in agreement with him to get increased support from Steel. Nelles at a luncheon might well agree to lend it support, and say that Mc. should see you. Don't push him fro enthusiasm. I don't relish this one but you could, with thoughtful approach to Shane, go a long way toward significantly upping USWA contribution. Again Mc. is on AFL-CIO Exc. Com.and is of course larfge size in IUD. The director of IUD is a Steel worker. Since the dir, Whitehouse is otherwise pretty slow, it wouldn't hurt if some of Mc. interest in SRC were to spill over.

Request to Oil,Chemical and Atomic Workers International Union Est. amount:$500.

President: O.A. Knight
1840 California St.,
Denver 2, Colorado

Contacts: Use Paul Chritopher with plenty of materials on Dial Murphy, who is the regional dir. for this area and whosw office is in the same building as Paul's.

Contacts, EFV: aletter from EFV to prexy reminding him of his work with unions in several spots and giving SRC a push would not hurt, might help, but no guarantees. See if Paul C. can come up with any further suggestions.

I think a strong letter spelling some things out in descriptive detail and enclosing materials that describe Council as well as indicate its level of information should go. If Murphy could be ~~XXXX~~ brought to support the request the chances of a grant ~~xxxx~~ would be pretty good.

Enclsoures: Description of info program
annual report, 1958
board list
Cong. Rec. on SRC by Douglas

Send Via copy of letter ~~and appropriat~~

Request should go out after October 15th.

Request to International Union of Electrical workers

Estimated amount: $500.00

President James B. Carey

Contact: Ben Segal. I would not w ait for Segal's lead on this but draft a letter to Carey and send the draft to Ben. S ee if he wants to change the pitch; ask if he wants to be put in the spot of ~~making~~ okeying the approach or not. Of course you want him to make some presentation to Carey in support.

Contacts EFV: Via should w rite to Hartnett, SECTy-Traes, and to Ken Petersen, civil rts. coordicnator. This perhaps better than leaving the apprpoach just to Segal w ith these two men.

Other contacts: a good lead to George L.P. Weaver would be helpful. He is a special asst. and interested in intl. affairs, but as a Negro staff guy he is likely to be consulted. His expereinces with the Council have been good but not very far reaching or intensive.

Primarily, of course you have to rely on Segal for this one.

Enclsosures: Annual Report, 1958.
SRC Board list
Cong. Rec. , Dougleas on SRC

Send copy of letter and ~~duplica~~ and sufficient enclosures for Via to send along.

Estimated amount $1,000.

Requwst to United Steel Workers of America

Handle this one as ususal except if you are able to be in closer con act with M/ Shane and to get to see McDonald(see narrative comments on labor contacts), I would think that you could subatantailly up the ante.

I put t is sheett in so you w uld not overlook this important contributor.

Request to the American Federation of State, County and Muncipal Employees

Estimated amount $250.

President: Arnold S. Zander
815 Mount Vernon Pl., N.W.
Washington 1, D.C.

Don McEachen, Texas (attended Fisk labor Seminar)

Contacts by EFV: John Caldwell, Ed. Dir., Hank Wilson, Legal aid, Zander
Perhaps a letter from EFV to Rowe, the reg. dir. would help
Via has also met the new admin. asst, but will need to check his name.

Contacts by Segal: be sure to let him know that this one is in and he can help as he sees fit.

Enclosures: 1958 annual report

Douglas, Cong Rec. on SRC

board list

Some attention to consultative role and anything else that can be shown as helpful to state and local govts. would be appropriate. Though these guys bargain with the govtl. leaders they aslo wish to see them move in the right directions on most issues. Helping govts. find good solutions to problems is part of their business; e.g., in M'kee they aided in a housing project, as sponsors, undera little used title of the act, to greatly aid the city's problems on several scores including rehousing people ousted by urban renewal, city grateful, etc. Our aid is to help not to embarrass, acentuate the positeive, bring in experts, do what is practical and fair, bring the govt to reasonable and viable soultionswith eventual community backing, etc. In gensreal an approach that literatly smacks of the foregoing.

Request to United Automobile Workers Estimated amount$1000.-$5000.

President: WalterP.Reuther
Solidarity House
8000 East Jefferson Ave.
Detroit 14, Michigan

Contacts: HCF: Bill Oliver — direct approach on basis of need and what UAW should be doing. How ome no answer to request. This tempered only in light of desire to actually sit down with Reuther to get to kno w, to discuss the South and to look to bigger contributions from UAW and from IUD.

Get FBR to get backing of his man Robinson in Michigan

EFV: Bill Dodds with Roy Reuther, Bill Oliver, personal, Brendan Sexton, the education dir., to whom Reuther listens more than Oliver., also would write Reg. Dir. Michels and to Earl Henderson.

Segal: see that he is informed of pending moves, supply with copies of letters so that he can follow up with Vic Reuther and others.

Enclosures: S.R.C. Annual Report
Cong. Rec, Douglas on SRC
Board members

Any good leads to Leonard Woodcock who is a UAW v.p. might help. I understand that he is among the better guys in our field in the labor Movement. Soryy I don't have leads there; I'll keep choking.

I think that any large size money from UAW or IUD is likely to be contingent upon HCF having a really useful conference with Reuther. If need be make it with Vic first. This would be easier to arrange, but my personal judgement is that a real effort should be made to get to Walter for a serious conference.

Recent history on UAW corespondence re funds:
Request: 2/25/58
acknowledgeed — 3/16/58 Reuther's secty saying it would come before next Bd.Mtg.
New request, 2/17/59
No acknowledgement

Request to the Brotherhood of Sleeping Car Porters Estimated amount $200 to 500.

President A. Philip Randolph

Room 301 , 217 W. 125 St.
New York, N.Y.

Contacts by EFV Culppeper and ~~McLaurin~~ McLaurin(?) from Atlanta
Possibly Bryant from Shreveport

Contacts by HCF Randolph, and Max Delson(see narrative sheet on contacts under Randolph)

Enclosures: Annual Report for 1958 Board List

Cong. Rec., Douglas on SRC

A sheet on what others say about Council, especially northern liberals or Southern Negro leadership, forthright type.

I am not sure what the continuing relationship is between Ted Brown of the Civil Rights dept. of AFL-CIO is, but he comes out of the Porters. EFV's relations have not been strong, but never bad. Brown came to two Fisk institutes but always made a show of not being impressed and rarely participated to any full extent.

I would make the letter fairly hard hitting; give it a slight militant ring, without doing injustice to what the Council is or does.
Supporting letters from Dean Brazeal and perhaps Clement would be useful. In fact they might have ideas on the Amount; if they would be willing to up it I would do so; however, the main pitch is to secure this bit of labor support, and in the long run it would be more hlpful to have Randolph's voice favorable in AFL-CIO. This he he will better do if his union has kicked in , of course; so what I am saying is that you don't waste Brazeal's and Clements punch on just an appeal to the Porters, but have them do a general interpretive job and indicate that his supoort is wanted not only with his own union byut in other places as well; if either man feels either a a personal or appropriate status relation with Randolph, I would have the approach tthe problem of increased contribution from AFL-CIO and why.

Request to the Industrial Union Department
AFL-CIO
815 Sixteenth St., N.W.
Washington 6, D.C.

Estimated amount
$2,500.

President: Walter P Reuther

Secty-Treas James Carey
Director: Al Whitehead (see note on McDonald)

Contacts by HCF: As described in memo of labor leaders to be visited
Reuther, Allen, Carey

Contacts by EFV: Russel Allen

Contacts by Segal: Vic and Roy Reuther, Carey.
send extra copies of fund request to Segal; six per his request.

Contact by Kehrer: Dubinsky

Enclosures: Cong. Rec, Douglas on SRC
1958 Annual Report
Board list
consider: description of the information function
excerpts from foreign visitor plaudits
commendation from media and others

Make sure that some of this gets to at least Segal and EFV if not sent directly to IUD(Reuther)

Send EFV copies of letters when they go out and enclosure material

Would be best if this pitch can come after some visits. This should be for a substantial grant I would consider as high a figure as any responsible unionists will reccomend; I wouldn't hesitate at the 2,500 figure. You might take approach in private with Reuther et al that this is one way for unions to contribute who otherwise wouldn't. e.g. I.A.M. where they have an essentially conservative Southern staff and a structure that gives their regional vice president a good bit of say so in policy matters that enter his region.

You might crank this one up early if you decide to delay the AFL*CIO request because of their late response. I would suggest no earlier than December 1st. EV should get some chanvce to assess reaction from his national conference in Madison.

Request to the Communications Workers of America
1808 /Adams Mill Road, N.W.
Washington 9, D.C.

Estimated amount $500.

President: Joseph A. Beirne

Contacts by HCF: Lee White, at above address.

Contacts by EFV : George Gill, Reg. Dir., Atlanta
Wm. A. Smallwood, Secty-Treas
Earl Pippin, V.P. Ala. Labor Council

Enclosures: Cong Rec, Douglas on SRC
1958 Annual report

To White: PA's summary of informational activites of Council as on program description; he'll get the savviness and will interpret.

Board list

Send EFV copies of letters so he can follow his contacts; also copies of enclosures.

Remember that this is a new contact; stress Southern make-up, indicate that it is bi-racial, show that it has had AFL-CIO support. Some emphsis on working with groups "where they are" might be useful. These people are touchy about their Southern people on the issue.

Timing : after October first. Still later if it looks like a real chance that HCF will get to see either White, Beirne, or even Smallwood in Wash.

SRC Labor Fund Raising

AFL-CIO
President: George Meany

Last request went out 2/23/59
Response: $1000.00, 9/2/59

Aim for next year: $5000.00. More if any of the substantial contacts indicates it would be possible.

HCF should see schedule of visits for backing support.. Esp. Zimmerman & Randolph.

EFV will write on notice to the key state AFL-CIO guys in La., Va., Tenn., Ala., S.cC., N.C.,

Suggest a joint letter from Kehrer and Christopher. Kehrer should help in getting Dubinsky's support. Oliver and Segal should help with Reuther support. Segal should help with Carey support.

Make use of quotable quotes from any labor guy, Douglas, any visiting labor team or social democrtat from abroad(such as Mary Saran).

Remind of tax exempt status.

Aim for about March. You may want to indicate closeness of last grant, say willing to allow time for the difficult problem of raising a grant significantly.

Ending of Fund for Rep Money might help. AFL-CIO not completely respected of Fund, esp. its current labor operation in the "think & write" program.

Request to the United Rubber Workers of America estimated amount $500.00
U.R.W.A. Building
87 South High Street
Akron 8, Ohio

President L.S. Buckmaster

Contacts by EFV: Ray Nixon, Regional Director, Atlanta

James Turner, Director of Fair Practices

Joe Glazer, Director of Education

Consider backing by letter ~~form~~ from: Paul Christopher

E.T. Kehrer

Enclosures for main letter and EFV support letters

Cong. Record --- Douglas on background of Council

1958 Annual Report

Board List

Send EFV copy of request letter and sufficient copies of enclosures to send to listed contacts

Timing: After ~~October~~ September 21st

Enclosures: Douglas reprint on SRC - Cong. Record.
Something on Program
Last annual report -

Amount: Recent union contribution range from $500 - $3,000
URWA past contribution

This is a request to the United Rubber Workers of America for financial support to the program and work of the Southern Regional Council. The Council is devoted to the ~~end~~ attainment of of an equal, ~~and~~ and peaceful democratic, South. It works in twelve Southern states with voluntary groups -- human relations, (1) church, (3) business, (2) labor, and (4) civic -- and with official agencies of the various branches of government where those agencies are constructively interestd in finding solutions to pressing community or organizational problems involving racial relations. The Council serves a widespread and strategic informational function; it supplies factual, authoritative, and interpretive information to those engaged in action for change, ~~to an equal and~~ peaceful Sotuh, to the mass media of communication in aiding them to interpret the South to itself and to the nation, and to professional an agency people in all walks of Southern and national life.

The ~~council~~ Council has been in existence for some fifteen years; during most of this time and in all recent years it has enjoyed the financial support of ~~several~~ many labor and church groups as well as support from foundations interested in its ~~area of~~ work. There is no more valuable aid to the Council's program than that which comes from those organizations who share in its aims and methods. We have been especially appreciative ~~for~~ of the support from national unions and from the AFL and CIO and from the merged AFL-CIO.

It is our belief that we serve common ~~cuase~~ cause with organised labor ~~in~~ when we strive to bring democratic practice into being in our South. We have frequently been told, and we believe, that what is done by us to make for greater justice and equality ~~and~~ to prepare the South for accepting the twentieth century more fully, ~~in the~~ works to the good of the long run and highest aims of the labor movement. It is for these reasons that we feel no reluctance, as a Council of southerners of both race, to request your aid in our program.

I have enclosed information in greater detail on the program ~~and finances~~ and background of the Council. I would be happy to supply you with any further information for which you feel a need.

United Transport Workers - $200

AFSCME - $200
Zander
Via to Zander & Wilson
& To Dan McFuller

T.W.A.
Pippin
Hill
Haller

$500
Via to Smallwood
White

AFT $200

UAW - letter of request 2/25/58 good letter
Acknowledgement 3/6/58
indicates action by Ex. Bd at next meeting
Letter 2/17/59 to W Reather
Blind copies to Pay & Vic - No acknowledgement

In recent years contributions from ~~union~~ labor organizations have ranged from $500.00 to $3000.00. ~~This is a time of pressing need in the South.~~ There is no otherorganization set up on a Southwide basis. It is our hope that your union will be able to act positively on our request for aid

In the past, the Rubber Workers have contributed to the support of the Council. We would like to feel that our ~~greatly~~ enlarged operation ~~in~~ and increasingly intensive effort would merit your renewed support.

Mr. James Turner of your fair practices staff has some familiarity with our programm. Perhaps he can supply you with further ~~information~~ evaluation regarding our role in the South.

To except states

	Wells A			Wells A'			Wells $15			Barnett			Walsh			[illegible]	[illegible]	[illegible]
	Bill 3	Cash 4	No	Bill	Cash	No	Bill 3	Cash 4	No	Bill	Cash 1	No	Bill 26	Cash 6	No	[illegible] 32	[illegible] 14	[illegible]
15-McGovern	18	13	33	18	20	36	18	1	18	6	12	3	66	11	42	126	68	132
" Teachers																		
" So. Living	2		33	6	2	29	3		34	1		4	30	1	56	42	3	156
" ACLU	1	3	7	6	2	7	2	1	5				27	4	24	36	10	43
" Sat. Review	28	10	20	26	18	27	15	3	22	8	7	2	89	11	52	166	49	123
" E. Week	5	4	20	6	3	26	3	1	11	1	1	4	28	2	37	43	11	98
" Harpers	24	13	31	29	13	20	21	10	25	9	18	3	104	13	36	187	67	115
" Playboy	8	4	17	8	4	27	4		21	4	1	4	41	1	28	65	10	97
Subtotal	89	51	161	99	62	172	69	30	136	29	40	20	411	49	275	697	232	764

3-CORE	8	11	21				8	11	21
" Crisis	22	7	18				22	7	18
" SCLC	3	2	10				3	2	10
5-Diners	5	5	19	7	2	5	12	7	24
" Psy. Today	32	18	58				32	18	58
" Lawyers	8	1	18				8	1	18
" Int. Digest	48	20	69				48	20	69
" Ambassador	7	2	42	36	42	25	7	2	42
" Center	82	88	36				82	88	36
	304	205	452				919	388	1060

Recapitulation

Post Office Returns	22
Unidentified Neg.	123
No	1060
Bill and Cash	1307
Total Responses	2512

Date: September 6, 1973
cumulative

Mr. Jacob Clayman, Administrative Director
Industrial Union Department, AFL-CIO
815 16th St. N.W.
Washington, D.C. 20006

Dear Mr. Clayman:

This letter will respond to and confirm our telephone conversation of today. We are tremendously pleased with your suggestion that the I.U.D sponsor a breakfast which would give ~~a small group of our staff and~~ our Executive Committee members and a small group of our staff an opportunity to interact with some of the national union leaders affiliated with I.U.D. Such an exchange ~~could~~ can prove quite useful to us all in gaining perspective on current developments in our region.

Attached is a list of our Executive Committee members with brief identifications. We would expect 10 to 12 of them to be able to attend the breakfast on Saturday, September 8. Also three to five members of our staff would attend. I will, of course, be present and our Associate Director Harry Bowie will attend as will Emory Via who in the past has worked for the Council with unions in the region. In addtion we will invite the labor members of the Council(our board) to attend at our expense even though they might not be expecting to attend the IUD conference; ~~These~~ they are; Bill Becker, President Arkansas AFL-CIO; Claude Ramsay, President Mississippi AFL-CIO; and Al Kehrer, director of the Southern office of the Civil Rights Department, AFL-CIO.

If we can assist in the details of arrangements and costs beyond getting our own people there, please call on us. If you or a member of your staff need to be in touch with us please feel free to call me, ~~or~~ Emory Via, or Ms. Page Crossland.

Your ~~responsiveness~~ responsiveness in this matter has been gratifying and we

welcome the opportunity to discuss our mutual interests in the continuing development of the Southern region.

Sincerely,

George H. Esser, Jr.
Executive Director

Southern Regional Council, Inc.
5 FORSYTH STREET, N. W. ATLANTA, GEORGIA 30303
522-8764
PAUL ANTHONY
EXECUTIVE DIRECTOR

A Council to obtain the ideals and practices of equal opportunity for all peoples in the South

M E M O R A N D U M

TO: Executive Committee Members

FROM: George H. Esser

RE: Increasing SRC's Financial Base of Support

At the May meeting of the Executive Committee, the Committee unanimously asked that the Council be involved directly in raising funds for Council support.

It was decided that the Council should mount this year a modest campaign for seeking funds on a fairly broad basis, a campaign that must be institutionalized in 1974. The reasons are these:

1. to provide unearmarked funds to help meet the costs of general support,
2. to demostrate a wider range of public support so as to maintain our classification as a publicly-supported organization, and
3. to develop a regional base of support against the day that philanthropy cannot meet the Council's needs.

Ray Wheeler and Vivian Henderson have called a committee meeting for 9:30 a.m., Friday, September 7 at which time staff recommendations on this subject will be discussed.

We have decided to concentrate our initial efforts on four areas of potential contributors: (1) Foundations - Southern and selected national; (2) the Business Community - selected corporations and banks; (3) Labor Unions; and (4) members of the Council and their friends.

In preparation for the meeting on September 7, we have enclosed proposed strategies and sample letters directed toward each of the four categories.

I am looking forward to a productive meeting, immediately after which we can begin a new direction in our fund-raising efforts for this year.

Southern Foundations

Since we have never made a concerted effort to approach Southern foundations, or smaller national foundations, for that matter, we first had to select foundations that might provide the greatest potential in terms of contributions.

Attached are two lists: one, comprising important Southern foundations, some of which are still being established; and two, national foundations which have never been approached by the Council.

If you could read over the lists, we will be ready to discuss the best approaches to take with specific foundations. Of course, we are not limited to these foundations. Please note foundations that need to be included on these lists.

It would be preferable for those members of the Council who have an entree with a particular foundation to make the contact personally. This contact could be made by phone or letter with follow-up contacts made by the director or deputy director.

Attached is a sample letter for Southern foundations and one for other national foundations.

Major Southern Foundations

Arkansas

1. As soon as the Rockefeller estate is settled, this will be a sizable foundation. It will probably concentrate its resources in the state.

Florida

1. Edith Bush Foundation, Winter Park, $100 million plus. This is the same family as the Minnesota Bush family. After A.G. Bush died, his wife, Edith, had an argument with MMM and set up her own foundation. When she died, most of the $135 million in her estate was designated for the foundation. The estate should be settled by the end of this year.

2. Jesse Ball Dupont Foundation, Jacksonville. William Mills is executor of the estate and is also on the board of the foundation. He is a New England lawyer and former bank president and probably rather conservative. It may be a year before the foundation is established.
3. Josephine McIntosh Foundation, Palm Beach or Fort Lauderdale. This foundation was originally headquartered in New York and may go back there. It is research and action oriented. At one point, it sponsored an expose of the Nixon Administration.
4. Arthur Vining Davis Foundation, $40 or $50 million. Grants must be requested by a private college or university. It seems to be interested in the areas of medicine and drug abuse.

Georgia

1. Sears Roebuck, Atlanta. Don Gareis is the regional director and contact person.
2. Herndon Foundation, Atlanta Life Insurance Company, Jesse Hill is the contact.
3. Cummings Engine Foundation, Atlanta. It is concerned with problems of race. Stanley Wise is the contact.

Louisiana

1. Six Foundation, $1 to $1.5 million. This is one of the Stern Family Foundations - Edgar Stern. The contact is John Parker, Jr. This foundation is innovative in the field of education and may be familiar with the Council.

Mississippi

1. Phil Hardin Foundation, Meridian, $5 million plus. The estate is now being settled. Thomas Ward is the contact person (Ward's wife is involved in activist organizations.) It's primary interest seems to be in education.

North Carolina

1. Babcock Foundation.
2. Z. Smith Reynolds. It confines its grants to the state.
3. Smith Richardson Foundation. There has been a recent change or presidents and there may also be a policy change.

(sample letter to foundations)

Dear _____:

Speaking last year to the Southeastern Council of Foundations in Atlanta, Vanderbilt University Chancellor Alexander Heard told his audience:

> "A viable way of life requires prosperity, but a prosperity so widely spread as to leave no significant enclaves of impoverished, embittered, handicapped citizens. It requires justice in opportunities and fairness in rewards for all kinds of citizens, regardless of color, origin, sex, or place. . . There are intimately interconnected targets for attention that should be on every southeastern agenda, including the agenda of foundations, . . ."

The first target for attention Chancellor Heard articulated was "speeding up the processes necessary to achieve a viable integrated society, with enhanced qualities of life for the South's black minorities."

The Southern Regional Council has been striving toward this goal for the past twenty-nine years. It is true that progress has been made. The South has made tremendous advances in the past two decades. According to an article that appeared in the July issue of Monthly Review Federal Reserve Bank of Atlanta, the region's per capita personal income has risen from 69 percent of the national average in 1950 to 74 percent in 1960 and to over 83 percent in 1972.

However, despite these economic gains, the article goes on to point out that "A sizable minority of this region's population remains poor" and "While poverty hits all segments of the Southeast's population, blacks are most severely affected."

Today the Southern Regional Council is at the critical stage of re-evaluating its work in an attempt to help solidify accomplishments of the region and chart a course for accellerated economic and social development during the decade of the 1970s.

To this end, the Southern Regional Council is organizing a special research program on problems of Southern rural development which will undertake a major in-depth analysis of poverty in the South.

The Council recognizes that the productivity of the land for agriculture purposes is not in itself the issue. Rather it is the welfare of millions of people who no longer can find either employment or a livelihood on the land. And too often these areas have an unproductive tax base, inadequately-funded and administered public services, an economy which is producing too few jobs and at inadequate wage levels, and leaders who cannot conceive of new policies and programs.

The Council proposes to look at these problems in new ways, from varying points of view, and will fashion new approaches to each class of problems.

Furthermore, this will not be merely an in-house research process, but will include involvement of small groups of Southerners in brainstorming situations so that a wider cross-section of concerned people, such as yourself, can be approached to make invaluable recommendations for solving the economic problems of the region.

In focusing our attention on those segments of the population where poverty has been and continues to be particularly acute-blacks, the aged, families headed by women, and the rural population - the Council is reaching out for more broad-based support.

The Council, which is a non-profit corporation, and was recently redesignated a publicly supported charitable organization, has traditionally received financial support from individuals, organizations, and primarily, large national foundations.

We are convinced that the time has come to appeal to foundations and otherorganizations in the South for financial assistance. Since we share an abiding concern for the citizen in this region, we are asking you to join with us as partners in the struggle for racial and economic justice in the South.

Enclosed is information that will serve to update you on Council activities and plans for the future. It includes:

-- a copy of the SRC Annual Report which outlines the Program for the 1970s,

-- a press clipping announcing the Council's new Southern Investigative Journalism Project which should substantially improve the quality of reporting on social and economic issues affecting the region, and

-- a summary describing the Council's new Monitoring Project which will give the organization its first real opportunity to systematically, and on a relatively large scale, judge the performance of governmental services affecting the lives of ordinary and disadvantaged citizens of the region.

After you have had an opportunity to give this request some thought, I would appreciate meeting with you to explore ways in which any financial support from your foundation could be used to further our mutual goals.

If we can provide any additional information or be of any assistance to you, please let us know.

Sincerely yours,

George H. Esser, Jr.
Executive Director

(draft letter to national foundations)

Dear Mr. _____:

The South, which has long been the poorest region in the nation in terms of economic and social development, has made dramatic advances during the last two decades.

According to an article that appeared in the July issue of Monthly Review Federal Reserve Bank of Atlanta, the region's per capita personal income has risen from 69 percent of the national average in 1950 to 74 percent in 1960 and to over 83 percent in 1972.

However, despite these economic gains, the article goes on to point out that "A sizable minority of this region's population remains poor" and "While poverty hits all segments of the Southeast's population, blacks are most severely affected."

According to 1969 statistics, slightly over one-half of the Southeast's poor are black and nearly 50 percent of blacks are poor. Black poverty in the region contrasts sharply with developments nationally, where less than one-third of the poor are black and where 35 percent of blacks are poor.

The article further states that "Alabama, Louisiana, and Mississippi all had over one-half of their black populations below the poverty line; in Mississippi nearly 65 percent of the black population falls below poverty levels. Apparently it takes time to dissolve poverty among this segment of the Southeast's population, where discrimination and lack of job opportunities have historically contributed to povery conditions."

Where are the South's poor? According to the article, "poverty is much more acute in Southeastern rural areas than in urban areas. . . . While approximately 19 percent of Southeastern urban populations are poor, over 29 percent of rural populations" are so designated.

Over the past thirty-three years, the Southern Regional Council has focused its attention on those segments of the population where poverty has been and continues to be particularly acute - blacks, the aged, families headed by women, and the rural population.

Today, the Council is at the critical stage of re-evaluating its work in an attempt to help solidify accomplishments of the region and chart a course for accellerated economic and social development during the decade of the 1970s.

In developing a greatly expanded program for the 1970s which will expand on the organization's solid accomplishments in the fields of housing, education, health, and economic development, - the Council must broaden its base of financial support.

It is this spirit of cooperation that we are asking you to help us increase and diversify the Council's financial support base and join with us as partners in the struggle for racial and economic justice in the South.

The Council is a non-profit corporation and has recently been redesignated a publicly supported charitable organization. Its financial support comes from private sources -- individuals, organizations and foundations.

Enclosed is information that will serve to update you on Council activities and plans for the future. It includes:

-- a copy of the SRC Annual Report which outlines Program for the 1970s,

-- a press clipping announcing the Council's new Southern Investigative Journalism Project which should substantially improve the quality of reporting on social and economic issues affecting the region, and,

-- a summary describing the Council's new Monitoring Project which will give the organization its first real opportunity to systematically, and on a relatively large scale judge the performance of governmental services affecting the lives of ordinary and disadvantaged citizens of the region.

After you have had an opportunity to give this request some thought, I would appreciate meeting with you to explore ways in which any financial support from your organization could be used to further our mutual goals.

If we can provide any additional information or be of any assistance to you, please let us know.

Sincerely yours,

George H. Esser

BUSINESS COMMUNITY

I. Corporations

In terms of financial development with corporations, we believe that the SRC needs to establish corporate credibility prior to a major fundraising attempt. It is doubtful that a "shorgun" mailing to a large number of corporations would produce any real financial support.

As an alternate approach, we recommend that individual Board members submit names of important socially-conscious representatives of the business community with whom the SRC or the Board members themselves are known and have credibility.

This kind of thorough inventory of Board contacts should produce a workable list of good business prospects. Each contact should be on a one-to-one basis and be geared to the personality involved and the social programs in which the individual or the corporation has a demonstrated interest. Specific project and publications should be cited as evidence of the SRC and the corporation's mutual interests. The initial contact with the prospect should be made in the form of a personal letter from the director and/or Board member, followed by a personal visit or phone call.

II. Chamber of Commerce

State and local Chambers of Commerce should be made aware of SRC and be involved programmatically where feasible. We are investigating the possibility of having Dave Colley of Dallas convene a meeting in Atlanta of Southern Chamber officials and business influencials, possibly to coincide with the annual Board meeting in November.

III. Banks

We are also thinking of approaching major banks in the South for contributions. Our basis for such contacts would be SRC's projected research program on Southern rural development, to follow up an article that appeared in the July issue of Monthly Review Federal Reserve Bank of Atlanta entitled "A Profile of Southeastern Poverty.:

A sample letter to representatives of the banking and business communities is attached.

(Sample letter to representatives of business and banking communities)

Dear Mr._____:

The Southern Regional Council is greatly expanding its program for the 1970's. In order to accomplish our goals of elevating the quality of life for all Southerners and specifically in expanding economic opportunity for the least advantaged citizens in the region, the Council is seeking to involve the business community more fully in SRC programs and operations.

According to an article that appeared in the July issue of Monthly Review Federal Reserve Bank of Atlanta, "A sizable minority of this region's population remains poor," despite the fact that "its per capita personal income has risen from 69 percent of the national average in 1950 to 74 percent in 1960 and to over 83 percent in 1972." (This region, as defined in the article, includes those states entirely or partially within the Sixth Federal Reserve District - Alabama, Florida, Georgia, Louisiana, Mississippi and Tennessee.)

The article states that "While poverty hits all segments of the Southeast's population, blacks are most severely affected. According to 1969 statistics, slightly over one-half of the Southeast's poor are black and nearly 50 percent of blacks are poor....Black poverty in the region contrasts sharply with developments nationally, where less than one-third of the poor are black and where 35 percent of blacks are poor. Alabama, Louisiana, and Mississippi all had over one-half of their black populations below the poverty line; in Mississippi nearly

65 percent of the black population falls below poverty levels. Apparently it takes time to dissolve poverty among this segment of the Southeast's population, where discrimination and lack of job opportunities have historically contributed to poverty conditions."

Where are the Southeast's poor? According to the article, "poverty is much more acute in Southeastern rural areas than in urban areas. . . While approximately 19 percent of Southeastern urban populations are poor, over 29 percent of rural populations are, according to 1969 statistics."

Over the past twenty-nine years, the Southern Regional Council has focused its attention on those segments of the population where poverty has been and continues to be particularly acute - blacks, the aged, families headed by women, and the rural population.

To this end, the Southern Regional Council is organizing a special research program on problems of Southern rural development which will undertake a major in-depth analysis of poverty in the South.

The Council recognizes that the productivity of the land for agriculture purposes is not in itself the issue. Rather it is the welfare of millions of people who no longer can find either employment or a livelihood on the land. And too often these areas have an unproductive tax base, inadequately-funded and administered public services, an economy which is producing too few jobs and at inadequate wage levels, and leaders who cannot conceive of new policies and programs.

to systematically, and on a relatively large scale judge the performance of governmental services affecting the lives of ordinary and disadvantaged citizens of the region.

After you have had an opportunity to give this request some thought, I would appreciate meeting with you to explore ways in which any financial support from your organization could be used to further our mutual goals.

If we can provide any additional information or be of any assistance to you, please let us know.

Sincerely yours,

George H. Esser, Jr.
Executive Director

LABOR UNIONS

In looking to its traditional friends and allies in the South for needed additional financial support, the Southern Regional Council would be remiss in ignoring the trade unions.

An excellent opportunity for solidifying contacts with the unions will present itself on September 8 when the Industrial Union Department of the AFL-CIO will hold its annual meeting in Atlanta.

Members of the SRC Executive Committee, three Board members with labor connections (Bill Becker, Claude Ramsay, and Al Kehrer), and selected members of the staff have been invited by Jacob Clayman, administrative director of the IUD, to have breakfast with presidents or representatives of national unions with particular interest in the South, in the French Suite of the Regency, 8 a.m. Saturday, September 8.

The IUD is composed of from 50 to 60 unions affiliated with the AFL-CIO which are either industrial unions or unions organized on an "industrial" basis. For example, the teachers, porters, and state county municipal employees all belong as well as the steelworkers, textile workers, paper workers, etc.

Emory Via and Al Kehrer made the initial contact with Clayman and are coordinating arrangements for SRC. This will be an excellent opportunity for us to inform many of the

The Council proposes to look at these problems in new ways, from varying points of view, and will fashion new approaches to each class of problems.

Furthermore, this will not be merely an in-house research process, but will include involvement of small groups of Southerners in brainstorming situations so that a wider cross-section of concerned people, such as yourself, can be approached to make invaluable recommendations for solving the economic problems of the region.

It is in this spirit of cooperation that we are asking you to help us increase and diversify the Council's financial support base and join with us as partners in the struggle for racial and economic justice in the South.

The Council is a non-profit corporation and has recently been redesignated a publicly-supported charitable organization. Its financial support comes from private sources -- individuals, organizations, and foundations.

Enclosed is information that will serve to update you on Council activities and plans for the future. It includes:

-- a copy of the SRC Annual Report which outlines Program for the 70's,

-- a press clipping announcing the Council's new Southern Investigative Journalism Project which should substantially improve the quality of reporting on social and economic issues affecting the region, and

-- a summary describing the Council's new Monitoring Project which will give the organization its first real opportunity

national unions about SRC's program and to share some of our views of the problems affecting the region. The breakfast should last about an hour and 15 minutes, during which time, Clayman would like to have brief comments from SRC about regional developments to be followed by general discussion. We have also been asked to set up displays publicizing SRC activities and publications.

Following the breakfast, it would be appropriate to send letters asking for financial support to those union representatives present and, perhaps, to a select list of other unions with whom SRC has a good reputation.

Attached is a proposed draft letter to be sent to those union representatives invited to the breakfast and a list of invitees.

We are also consulting with Council member Kehrer, who is the director of the Southern Office of the AFL-CIO Civil Rights Department, regarding mailings to an additional 50 to 100 national unions.

(draft union letter)

Dear Mr. _____:

In developing a greatly expanded action program for the 1970s, the Southern Regional Council is first looking to its traditional friends and allies in the region for needed additional support.

Over the past twenty-nine years, the Southern Regional Council, through its research, information gathering and publishing efforts, has pioneered in helping to create a climate favorable to the trade union movement.

The Council's new program for the 1970s will expand on the organization's solid accomplishments in the fields of housing, health, education, and economic development - all areas of special concern to unions as well as the Council.

It is in this spirit of cooperation that we are asking you to help us increase and diversify the Council's financial support base and join with us as partners in the struggle for racial and economic justice in the South.

The Council is a non-profit corporation and has recently been redesignated a publicly supported charitable organization. Its financial support comes from private sources -- individuals, organizations, and foundations. I might add that the national AFL-CIO sends us an annual contribution - one for which the Council is very appreciative.

I am enclosing some information that will serve to update you on Council activities and plans for the future. It includes:

-- a copy of the SRC Annual Report which outlines the Program for the 1970s,

-- a press clipping announcing the Council's new Southern Investigative Journalism Project which should substantially improve the quality of reporting on social and economic issues affection the region,

-- a summary describing the Council's new Monitoring Project which will give the organization its first real opportunity to systematically, and on a relatively large scale, judge the performance of governmental services affecting the lives of ordinary and disadvantaged citizens of the region, and,

-- a press clipping describing a recent human rights conference co-sponsored by the Council.

After you have had an opportunity to give this request some thought, I would welcome a call or personal visit to discuss additional ways in which any financial support from your union could be used to further our mutual goals.

If we can provide any additional information or be of any assistance to you, please let us know.

Sincerely yours,

George H. Esser, Jr.
Executive Director

Harry R. Poole, Executive Vice President
Amalgamated Meat Cutters and Butcher Workmen
of North America

S. Frank Rafferty, President
International Brotherhood of Painters and Allied
Trades of the United States and Canada

A. Philip Randolph
Brotherhood of Sleeping Car Porters

Ronald F. Roley, President
International Woodworkers of America

Henry Sayre
United Paperworkers International Union

Vernie Reed, Vice President
Laborer's International Union of North America

David Selden, President
American Federation of Teachers

Jacob Sheinkman, Secretary-Treasurer
Amalgamated Clothing Workers of America

Floyd E. Smith, President
International Association of Machinists and Aerospace
Workers

Louis Stulberg, President-General Secretary
International Ladies' Garment Workers Union

Joseph P. Tonelli, President
United Paperworkers International Union

Glenn E. Watts, Secretary-Treasurer
Communications Workers of America

Clyde W. Webber, President
American Federation of Government Employees

Jerry Wurf, President
American Federation of State, County and Municipal
Employees

I.W. Able, President of IUD
President, United Steelworkers

The following persons are vice presidents of the Industrial Unions Department of the AFL-CIO. It is this group which is being invited to meet with SRC's Executive Committee and a few staff members for breakfast on September 8.

Jacob Clayman, Administrative Director of IUD, who is making arrangements for the breakfast, anticipates as many as 15 union leaders will attend.

Peter Bommarito, President
Rubber, Cork, Linoleum and Plastic Workers
of America, Inc.

Walter Burke, Secretary-Treasurer
United Steelworkers of America

Joseph Curran, President
National Maritime Union of America

Karl F. Feller, President
International Union of United Brewery, Flour,
Cereal, Soft Drink and Distillery Workers

Max Greenberg, President
Retail, Wholesale and Department Store Union

A.F. Grospiron, President
Oil, Chemical and Atomic Workers International Union

Matthew Guinan, President
Transport Workers Union of America

Paul Jennings, President
International Union of Electrical, Radio and Machine
Workers

Charles H. Pillard, President
International Brotherhood of Electrical Workers

William Pollock
Textile Workers Union of America

Council Members

At the May meeting of the Executive Committee, it was decided that the time had come to seek at least modest financial support from members of the Council and their friends that could be interested in Council activities.

It was further recommended that this appeal should be tactfully phrased so that less affluent Council members will not feel embarrassed and unduly burdened.

Attached is a draft of a proposed letter to Council members.

Dear Council member,

For the past year, there has been discussion between Council executive committee members and staff about the need to raise additional funds for general support of the Council's budget.

While we are very pleased with our fund-raising efforts to date, most of our new financial support has gone for earmarked purposes.

Our most pressing need is still in the area of general support. Coupled with that need is a desire on the part of SRC to expand our financial base and raise at least modest funds on a continuing basis from individual Southerns. To the extent that we do so, we help to maintain and confirm our publicly supported status.

For these reasons, we are asking that as each Council member considers charitable giving at the end of this year, he or she gives special thought to the needs of the Council and the vital work we are doing in the South.

It would also be most helpful for you to suggest the names of individuals or corporations who share the Council's concern for the region and who might be approached for contributions directly by me or through you.

The staff person coordinating this effort is Page Crossland. She is ready to give you any assistance in preparing letters and developing supportive information about the Council that you deem necessary in approaching a potential contributor.

Allow me to thank you in advance for any consideration you are able to give this matter.

Sincerely yours,

George H. Esser, Jr.,
Executive Director

SOUTHERN REGIONAL COUNCIL, INC.

M E M O R A N D U M

TO: DATE:

FROM: COPIES:

SUBJECT:

E.T. Kehrer is working with us to talk with leaders of AFL-CIO organizations in the Southern states. We would not expect substantial contributions from this source but would welcome this additional indication of support from organized labor. The exact form of our approach will be worked out in consultations with Kehrer and Council members Becker and Ramsay, who head the AFL-CIO programs in Arkansas and Mississippi, respectively.

SOUTHERN REGIONAL COUNCIL, INC.

M E M O R A N D U M

TO: DATE:

FROM: COPIES:

SUBJECT:

We are consulting with Council member E.T. Kehrer, who is the director of the Southern Office of the AFL-CIO Civil Rights Department, regarding mailings to various national unions requesting their support of our programs. We have not finally decided whether to stagger these solicitation to provide for better follow-through with those unions with whom we have contact. In any event, 50 to 100 national unions will be solicited.

A PROPOSAL

to the

FORD FOUNDATION

Southern Regional Council, Inc.
5 Forsyth Street, N.W.
Atlanta, Georgia

December 31, 1967

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A REQUEST TO THE FORD FOUNDATION

from the

Southern Regional Council

INTRODUCTION

This is to request the consideration of the Foundation of continued support to the Southern Regional Council after the current grant expires in December 1968.

On October 1, 1965 the Ford Foundation announced a grant to the Council of $324,000 per year for three years. With the permission of the Foundation the operating period was slightly extended to run through 1968. (Subsequently the Foundation made a three-year grant of $100,000 per year in support of the state councils on human relations. This will be dealt with in a separate document.)

The Council is now nearing completion of the second year of this three-year program operation developed and funded in 1965. These programs include the substantial Voter Education Project and specialized work in such areas as community organization, prison reform, prevention of delinquency, urban planning, and others; all operated within the Council's traditional methods. We have attempted to keep the Foundation informed of the details of these programs, and hesitate to go into further detail here. However, a year-end report will be provided early in 1968.

Under any circumstances it would be appropriate, indeed necessary, to begin an evaluation and review of current programs and priorities, especially in planning for the future should funds be available for those plans.

Given the current situation in the region and in the nation, this review is all the more imperative. For this reason the agency has been going through one of the most exhaustive evaluation periods in its history.

We feel we cannot ask the Foundation for continued support without making an attempt to briefly outline our description of current conditions and the philosophy and thinking which will be reflected in the Council during the period of the requested support. In doing so, it should be noted that this comes at a time of great confusion, disagreement, misunderstanding, pessimism, and alarm in the region as well as in the nation. Too, we have approached our plans for the future with an essential ground rule of accepting *per se* nothing for the future simply on the basis that we have done it in the past and it was in the past of value.

Last year at the Council's Annual Meeting the Executive Director reported in his statement to the Members: "....forewarning....I feel the single important qualification I bring to the position you allow me to hold is that of directing this new and expanding Southern Regional Council into the mold and philosophy of all the Council has been to date. I cannot express to you too strongly my dedication to the Southern Regional Council as I have known it over the past decade and as I have seen it evolve."

That statement is emphatically reaffirmed at this moment even as there is the need for questioning the past while thinking and planning for the future. But the statement was made, and is reaffirmed, with the idea that the Council is a flexible organization; one capable of changing with the times in an attempt to

meet, serve, indeed sometimes influence, the course of the times. In short, the continued most valued characteristic of the Council is its flexibility.

If the Council has been anything in the past -- and it has been much -- it has been not simply a source of information but an interpreter of uniquely valuable and reliable information. It has been, too, not simply the voice of woe over injustice, but rather that voice that challenged injustice. The Council has directed a challenge to the best that was in man and the best that was in society. The challenge has been moral and it has been intellectual. It has drawn from the highest ideals of the society, but has not hesitated to document the most elementary factors of self interest. Ideas, information, challenge, sound goals—this has been the best of the Council. There is another important characteristic of the Council. At times of insanity in this region the Council has tried to speak sanely. At times of confusion, the Council has tried to offer direction. (And certainly, insanity and confusion have been typical, not atypical, of this region during the Council's life.)

Now, in late 1967, in the region and the nation we are told there is a growing disillusionment and bitterness among Negro Americans. We are told Negroes are increasingly questioning all the institutions of this society. They are institutions of the white man, we are told, and the white man has become suspect. We are told there is a widening gulf between white and black and that if we gauge progress in terms of a unified society then we are retrogressing.

Those who speak these things are correct, we believe.

We are told, too, that the day of the backlash has arrived. Perhaps it has. More importantly, among whites

in this country there is now undoubtedly a considerable overt expression of the prejudice of white America. Of equal importance, there is now among whites, fear, disgust, misunderstanding.

We are told the white liberal establishment in this country is in disarray. There is great confusion, we are told, among liberals and none of the unity of old when all the good guys and the bad guys were lined up in neat order against each other. Perhaps so.

All these things we are now told, or have ourselves concluded, have a large measure, if not the whole measure, of truth in them.

If these events are thus we of the Southern Regional Council have two ways in which to react:

(1) We can cry "Oh, Lost"; we can dream of the good old days when it was all so neat and promising. We can crawl into our lair and enjoy great measures of self-pity as we lick our wounds luxuriously.

(2) We can recognize that the society in which we live and for which we have concerns has never been beautiful, just, or well-ordered. The institutions of our society have never been perfectly responsible or perfectly responsive. The men of this society have always been capable of nobility while committing or allowing to be committed the most despicable of acts. Recognizing this we can be disappointed and concerned, but realistically maintain our faith and our objectives.

The Southern Regional Council shall choose the second alternative. In doing so we can only hope that

we have learned something of particular value in speaking sanely and offering direction.

If we are correct in our evaluation of the times and the agency, as we feel we are, we feel, too, there was never a time to be more grateful for this role or never a time when it was more necessary to perform it.

In fact, while trying hard to avoid the role of Pollyanna, and certainly not accepting the mantle of the optimist, we feel there may be good in the tragedy of America 1967.

In 1957 we began to witness what we called "the tragedy of Little Rock." It was the beginning of an era just as two years ago we began the era of "the tragedy of Watts." But Little Rock, as tragic as it was, had another element -- an important element -- standing out very clearly if only it could be seen through the spectre of troops, mobs, innocent children. That element was the element of a society in convulsion. That was, too, the indisputable evidence of a society in the real process of change.

As pitifully inadequate as it was, when the handful of Negro children went to the "white" school, history was made and there was the slight beginning of an old and rigid pattern being cracked if not shattered. As pitiful as it was, when Orval Faubus and the white mobs, young and old, spat, screamed, cursed and kicked, the ugly face of bigotry and hatred came from behind the closed doors recognizing that the quiet, efficient patterns of automatic separation were threatened. Bigotry started to fight openly because it was seriously challenged. As pitifully late and inept as it was, when federal troops marched into Little Rock, the federal government finally indicated there was a "law

of the land" and a national government to enforce it.

Now, throughout the nation, there are convulsions and tragedies that make Little Rock almost look insignificant. But, we suggest, there are parallels. And, perhaps there are parallels of hope.

There is value in what we have seen, heard and experienced. Churches stir, the poor become articulate; whatever their reactions, affluent America is at least confronted with the other America.

These items of possible significance are not offered as predictions of an immediate happy future. Rather, they are offered to suggest that these events have caused some, including the Council, to conclude that goals, beliefs, ideals, and methods are reaffirmed, not shattered.

This request to the Ford Foundation is presented not only with sincere gratitude for past support, but also with understanding of present demands on the Foundation. It is offered, too, with a sincere sense of modesty. It is depressing to us all that the past so nearly continues. But, perhaps the summary of this request is our attempt to say to the Ford Foundation we feel our accomplishments justify the request for your consideration, and we plan our programs without a sense of depression about the future.

There follow the several specific projects and functions for which we would like to request consideration of funding. A summary budget is included after the several requests by subject.

INFORMATION AND RESEARCH

In our initial request to the Ford Foundation we indicated that, except for appropriate overhead funds, we were not asking for support of programs already in operation. Rather, we requested funds to undertake additional programs and projects not otherwise possible. The same is true of this request.

For instance, as indicated elsewhere, the Council's information and research functions are at the heart of the operation. In this operation a group of talented researchers clip and file from the major newspapers in the region, the major national newspapers, and a number of periodicals. A library is maintained of basic books, state and federal reports and statistics, and scholarly journals. This information is available to and frequently used by the media, scholars and students, colleagues in other agencies. The information staff deals with the media, not in a public relations sense, but in an informative and supportive role, frequently prepares, and always edits and produces all Council publications including all project publications and the quarterly New South. Although these resources are particularly supportive of the several projects, we consider the function part of our "general operations" and plan its financing accordingly.

There are two items only which we should like to include under this section with the following rationale:

(1) The current Ford Foundation grant allows a total for printing of $35,000. We request an increase to $50,000 in consideration of increased production costs and to allow for a modest increase in the titles published and the numbers printed.

(2) Experience during the two years of the current grant have indicated that our project publishing activity is sufficiently heavy to require the full-time services of a managing editor to produce these publications. The item of $15,000 is requested to cover the total costs, salary, benefits and supportive expenses, of this position.*

(1) Project printing.....	$50,000	
(2) Managing Editor, publications.	15,000	
		$65,000

* The titles of project publications published during the first two years of the current grant are listed in the appendices.

SPECIAL PROJECT ON COMMUNITY ORGANIZATION AND EDUCATION

This project is directed by Mr. John Lewis. A number of persons, including Mr. Al Ulmer, former project director, serve on occasion as consultants. We feel, in terms of the funds expended, that no program has been more productive or more pertinent to current needs and developments in the region.

Two main program functions have developed with this project which we should like to see continued:

(1) Knowing as much as possible of the rural and urban self-help and cooperative efforts going on in the region, to be of some help to them in providing technical assistance from the staff and the consultants, including help in fund raising - public as well as private - and in attempting to be reliable sources of information to public agencies and private foundations who are interested.

(2) Assisting in the creation of needed new programs and efforts in this area and in assisting public agencies and private foundations in their support. During the past two years we have, for example, assisted in the development of a program of intensive cooperative education, administered by the Southern Consumers' Education Foundation in Lafayette, Louisiana and supported by a two-year grant of approximately $600,000 from the Ford Foundation. Another example would be the role of the project staff in the creation of the Federation of Southern Cooperatives, an effort to provide the needed services for the Federation. A project consultant is serving as the first acting director of the Federation (under the direction of their board) and to date SRC has been able to raise some $20,000 from foundations in support of the

Federation.

The total amount currently budgeted for the Project on Community Organization and Education is $46,560. We request consideration of a renewal as follows:

Salaries and benefits.....	$19,250.00	
Travel, director and consultants.	6,000.00	
Consultant fees.....	6,000.00	
Contingency Fund*	20,000.00	
Total		$51,250.00

* The contingency fund is planned to have available small funds for stimulating programs, to provide for initial planning, or to provide modest emergency financial assistance where justified.

URBAN PLANNING PROJECT

The Urban Planning Project has as its purposes to assess urban planning in the region, to encourage involvement of all the community in progressive programs, to encourage local governments to make all services available on an equal basis, and to evaluate the policies of and cooperate with the several federal agencies. These purposes include, of course, interest in housing, and in transitional and integrated neighborhoods. The project is directed by Moreland Griffith Smith, FAIA.

The project staff has been heavily involved in professional consultations with the leadership, official and unofficial, of a number of communities. There have been a number of consultations with persons in the regional and national office of the Department of Housing and Urban Development, as well as a meeting with Secretary Weaver. The project director and the executive director have worked with C. A. Doxiadis Associates and have interested Dr. Doxiadis and his firm in doing an ambitious study of a portion of the region should funds be available. The project director is now making initial moves toward creating interest in this among some of the region's major business leadership and it is at least possible that, in time, several million dollars will be provided from the business sector for such review and planning by Doxiadis.

The Model Cities Program opens up an additional avenue of program. Currently, in cooperation with the planning firm of Candueb-Flessig, an exploration is being made of the feasibility of providing skilled consultants to each of the cities in the region involved in the Model Cities Program. If the exploration proves encouraging we then hope to investigate ways of implementing this idea -

possibly even of suggesting a national effort through the cooperation of a group such as Urban America.

The research and publications program (see appendices) has been especially rewarding. Every publication issued by this project has created a demand which necessitated reprintings.

Our two years with this project has confirmed what we already really knew. The future of our cities and an alertness to the human factor in planning for them is one of the absolute essentials in seeking the decent society. More specifically for the Council, we need on the one hand someone on the staff to keep us alert to the developments in this area, and on the other hand we certainly need someone to not only respond to events but to try to help shape them.

We should like to be able to continue this project and to have a modest expansion. We feel the need to expand the professional staff to two persons and to have some resources for research and use of consultants. We are, therefore, requesting consideration of the following budget for the project.*

Salaries (2 professional, 1 clerical)	$40,700	
Travel	4,000	
Consultants	6,000	
Research	10,000	
Total		$60,700

* The current funding of the project is $33,000 per year.

LABOR EDUCATION PROJECT

This project has as its primary purpose reaching and influencing the behavior of the intermediate and lower echelons of leadership of organized labor in the region. The project director has been Dr. Emory F. Via, on leave of absence from the University of Wisconsin.

Work has ranged from participation in single meetings through participation in weekend and one week institutes, to the direction of the one month National Institute of Labor Education Southern Union Staff Training Institute held at the University of Georgia. The project director has had repeated occasion to have successful and detailed collaborative undertakings with the Southern Office of the AFL-CIO Civil Rights Department. This relationship has proved valuable to both parties.

The interests of this project also include the area of merit employment. A substantial project has been developed and funded in cooperation with the NAACP Legal Defense and Education Fund for the purpose of achieving substantially more employment of Negroes in the textile industry, especially in the Carolinas.

We feel this program is valuable not only for the results in this needed area, as referred to very briefly above, but also because it enables us with our several staff and program interests to relate to this important group in the South.

After two years with the project Dr. Via has returned to the University of Wisconsin. He continues to serve as a consultant to the project and we are very hopeful he will return to the Council on a permanent basis in June 1968.

We should like to request consideration of the Foundation's support of this project at approximately the

present level of operation.* We propose the following budget per year for the requested grant period:

Salaries	$24,750	
Travel	3,000	
Seminar costs, all	10,000	
Total		$ 37,750

* The current grant in support of this project is $31,335.

PROJECT ON CRIME AND CORRECTIONS

The project on Crime and Corrections, under the direction of Mr. John O. Boone, formerly with the U. S. Bureau of Prisons, has expended considerable effort in the areas of research, consultation and program support.

The publications and research of the project are listed in the appendix. Recently the project has conducted a study of Negro youth culture which we feel is quite significant. In preparation is a study on disparity in sentencing in the region, in terms both of race and economic levels.

A number of state systems have been visited and recommendations made concerning program and operations. We are particularly hopeful of the results of staff work in Arkansas. The staff have provided technical advice to state and local agencies in areas such as police-community relations, institutional design, program planning and training.

The staff has provided support and advice to several innovative programs in the areas of delinquency prevention and post-release assistance. And, we are hopeful the groundwork has been done for a regional compact in this area through the Southern Governors Conference.

There are two areas in which the project can make valuable contributions in the future. These are in research and consultation and technical assistance.

There is a real and growing need for correctional research of a type which will throw more light on the effect of the penal process on the people who are caught up in it -- both in terms of differential treatment, length of sentence, early release and other factors affecting people, especially non-whites. The whole question of imprisonment as an appropriate means of control

and/or deterrence and its usefulness as a means of resocialization are subjects which official agencies and professional associations are unwilling or unable to deal with. In these areas we would hope to conduct studies which would contribute both to public education and professional awareness.

The project can make a useful and perhaps unique contribution in this area by providing administrators with confidential and unbiased evaluation of their efforts in crime prevention and correctional treatment. Additionally, there is need for advice in the development of classification, treatment and post-release assistance programs which will reflect the best of current thinking. Support can also be offered for the development of innovative private programs in the whole field -- ranging from bail bond projects to community treatment efforts for convicted felons.

While refunding at approximately the same general level would be adequate, full exploitation of opportunities and requests for consultation and technical advice, as well as the travel required for the collection of dependable research data, would seem to call for a somewhat higher level of funding in these areas.

We request consideration of support to continue this project with the following budget:*

Salaries and supportive costs	$ 28,600
Travel - staff and consultants	4,000
Consultants	6,000
Research	8,000
Total	$ 46,600

* The project currently operates on a budget of $34,000 per year.

SPECIAL RESEARCH AND CONSULTATIVE SERVICES

The present grant of the Ford Foundation provides funds for a number of consultative services and special research in several stipulated areas. These are:

Fair Employment and Anti-Poverty	$ 22,000
Housing	3,000
School Integration	10,000
Welfare Programs	15,000
Technological Unemployment	6,000
	$ 56,000

These funds have been very important to us and they have enabled us to do, we think, some very significant work both in publishing needed information - such as that on school integration and in providing consultants - such as those on neighborhood stabilization. We should very much like to have a continuation of these resources.

However, experience has shown these several breakdowns by amount are somewhat arbitrary and not as flexible, by designated subject, as is practical from a standpoint of changing need and opportunity.

We should like consideration of renewal of the grant for $56,000 to be used in support of Special Research and Consultative Services with the understanding these funds will be expended in the subject areas designated above but with flexibility that will allow us to respond to changing needs and opportunities.

PROGRAMS FOR THE BUSINESS SECTOR

Unlike our work with areas such as the church, education, and labor, the Council has done little work concerned with the business sector. This has been largely due to the fact that in the past, with few exceptions, the leadership in the business world was simply of no mind to cooperate with or receive assistance from an agency like SRC.

(In 1957-58 the Council did conduct an ambitious program of educating the region's leadership, including that in business, of the economic implications of the Little Rock crisis, but even here few people were aware of the extent to which SRC initiated and financed this program.)

Now we believe things have changed, at least somewhat. At least some industries are now making an effort to hire those previously considered unemployable. Some of the business and financial leadership have begun to be aware of the damages to the total society created by the existence of slums and ghettoes. Some of this leadership at least is beginning to realize that there must be substantial changes in the society if we are to continue with an economy which operates on the concept of the profit motive.

Because of these changes the Executive Committee of the Council has concluded that there is now, for the first time, sufficient receptivity on the part of the business and financial communities of the region to justify modest expenditures on our part in an attempt to influence and educate these communities to the reality and need of racial justice. We should like particularly to take advantage of the change now taking place and to accelerate it.

To do this we propose preparing a series of reports, some very brief, some relatively long, to be circulated as widely as possible to business and financial leadership

and to the Chambers of Commerce in the region. These studies would deal with regional economic development, with manpower needs and potentials, and with case histories of positive programs being successfully conducted. (There might also be documentation and analysis of programs that failed.) Included also would be case histories of the incredible inclination toward self help and economic development on the part of Negroes in the region, rural and urban.

We would not attempt to have a staff for this project. Rather, the program would be directed by present staff, in some instances materials would be prepared internally, and the remainder would be done by consultants. For these purposes we ask consideration of $40,000 per year for the requested grant period with the following breakdown of that amount:

Consultants	$ 15,000
Printing and distribution	25,000
Total	$ 40,000

VOTER EDUCATION PROJECT

During 1967, the Voter Education Project of the Southern Regional Council, Inc., funded 121 programs. The number of funded programs exceeded the number supported last year by 15. Programs were financed in all eleven old South states.

In addition, the Voter Education Project sponsored a wide variety of new programs. Chief among these were the seminar for Negro city councilmen and county officers held at Clark College in July, and the institute held in December for elected Negro officeholders in Mississippi.

Thirty-four elected Negro officials from across the South attended the three-day meeting in July. VEP joined with the Center for the Study of Southern Public Policy at Clark College in sponsoring the seminar.

Eighteen of the 22 newly elected Negro officeholders in Mississippi attended the December meeting. The meeting, held at the Downtowner Motor Inn in Jackson, was a historic one, and it attracted considerable attention in Mississippi. Among those attending the two-day institute were Negroes elected to the offices of supervisor, chancery clerk, justice of the peace, constable and legislator. They listened attentively to sessions on such subjects as the duties and responsibilities of their offices, how to serve the people, politics, economics, and dealing with the press. The group found that it had a common problem in being bonded to take office, and it sent a telegram to the U. S. attorney general regarding this difficulty.

Major voter registration efforts during 1967 came in Mississippi, Virginia, Louisiana and South Carolina, although some voter registration drives were supported in ten of the eleven states. Voter registration was

spurred ahead by statewide elections in the first three states listed above. The areas selected included some of the most difficult in these states. VEP programs were partly responsible for making it possible for Negroes to win county-level offices in all three states. The list included a legislator in each of the three states. Registration programs in South Carolina were tied to that state's re-registration law, which requires all voters to re-register in order to vote in 1968.

Special mention might be made of several registration projects in North Carolina and Georgia. In Charlotte, North Carolina, VEP sponsored its first registration drive through a community anti-poverty agency. In Robeson County (Lumberton), North Carolina, VEP funded a registration drive among Lumbee Indians which added nearly 4,000 names to the voting books. When three counties (Terrell, Lee and Screven) were designated for the first and only federal examiners sent to Georgia, VEP acted immediately and was instrumental in setting up voter registration campaigns in all three counties.

During 1967, VEP helped move two additional state VEPs toward permanent status. The Arkansas and North Carolina Voter Education Projects received funds, elected boards, and employed full-time directors. VEP continued its support of the South Carolina Voter Education Project and assisted SCVEP in obtaining a new director. It is hoped that a recent statewide meeting in Baton Rouge has provided the basis for organizing a state VEP in Louisiana.

Leadership training received increasing attention during 1967. Statewide leadership training meetings were held in North Carolina, South Carolina, Arkansas and Texas. The latter was held through the Texas Leadership

Conference, and the other three through state VEPs. Typically, these one-day conferences consisted of general meetings and workshops on such topics as registration, voting, citizenship education, registration and election laws, the role of Negro officeholders, and the anti-poverty program. Hundreds of Negroes from all corners of these four states attended the leadership conferences.

During 1966 VEP joined the NAACP Legal Defense and Educational Fund in sponsoring one-day institutes for Negro candidates in South Carolina and Alabama. The institutes were most useful in enabling Negro candidates to protect themselves against election fraud. These institutes for candidates were continued this year in Mississippi and Louisiana, the latter being the largest such meeting yet held. In each case, Fred Wallace of the Legal Defense Fund has been in charge of briefing the candidates.

The Clark College and Mississippi seminars already mentioned were among the more successful and inspiring in which VEP has been involved. These meetings, along with the VEP sponsored conference last year for Negro legislators, marked the first time that such groups of Negro officeholders had met in the South. (Prior to this year, of course, there was only one Negro officeholder at the county level in Mississippi, and he was elected last year.) As did the meeting of Negro legislators, these seminars provided the base for continuing liaison for the officeholders who attended.

Speakers for the Clark seminar included Bayard Rustin, Miss Marian Wright, Dr. Vivian Henderson, Jack Greenberg, Dr. Samuel D. Cook, and others. On the basis of his experience with these successful programs, the VEP director was asked to participate in planning the

national conference of Negro officeholders which was held in late September in Chicago.

Speakers for the Mississippi meeting included Dr. Henderson, Mr. Rustin, Frank Smith, Jack Young, Julian Bond, Horace Ward, Claude Ramsay, Clarence Mitchell, and William Raspberry. Also participating were lawyers from the Legal Defense Fund and members of the VEP staff.

The Voter Education Project supplied $2,000 of the cost of a workshop for Negro school board members which was held in August at Arlie House near Washington. This workshop was planned and conducted by the Scholarship, Education and Defense Fund for Racial Equality, Inc. The Arkansas VEP held a training institute for Negro school board members in that state in November.

Additional emphasis also was placed on citizenship education during 1967. Most of the Mississippi, Louisiana and Virginia registration projects were tied in with citizenship education work on procedures for casting the ballot. The same was true of several registration projects in North Carolina, Georgia and Florida. VEP funded a citizenship education program in Memphis, and $6,600 was allocated to the regional office of the Urban League for citizenship education in Florida and Alabama.

Research grants include Dave Emmons, Holmes County, Miss.; Charles Webster, Crenshaw County, Ala.; and Dean B. R. Brazeal, a study of registration problems in rural Georgia. Another research grant went to Armstead L. Robinson, a Yale student. His research on Negro life in Memphis during the Reconstruction enabled him to apply successfully for the Scholar of the House program at Yale.

VEP employed nine student interns during the summer, three of whom worked with the Atlanta All-Citizens Registration Committee. For the second year, VEP helped

the YWCA sponsor student programs of voter registration during the spring holidays. And as always, young people played important roles in local registration programs funded by VEP across the region. One VEP student intern, Miss Patricia Collins, served in the office of Atlanta Mayor Ivan Allen. Another, Bernard Parks, served in the offices of Mayor Allen and Atlanta Alderman Q. V. Williamson.

With VEP assistance, a second citizenship education film was produced by the Auburn League of Women Voters. Called "Getting To Know Them," the film explains the duties of state and local officials in Alabama. The film was televised in Alabama in August.

The Voter Education Project during 1967 continued to be the primary source of information on voter registration, Negro candidates and Negro officeholders in the South. Several books and national publications requested and received permission to use VEP statistics. The research director collected information and maintained files which enabled him to answer numerous requests from newspapers, news magazines, television networks, writers, college students and professors, civil rights organizations and others. The research director also was responsible for the writing and/or editing of all VEP publications.

The third year of the current Voter Education Project probably will be its biggest. We sense that the interest of the citizenry will be very high, for in addition to congressional elections and the Presidential election, four Southern states will be electing governors and seven will be electing U. S. senators. Along with this will come county, district, state and national political conventions and the usual wide variety of local elections.

With just over half the region's adult Negro population registered (as against nearly three-fourths of the whites), VEP's services are expected to be in greater demand than ever next year. Negroes are beginning to enjoy political successes throughout the region, even in such hard-core states as Mississippi and Alabama. There is a growing awareness of political participation as a lever for justice and equal rights. Consequently, there is more interest among Negroes in registering, voting and running.

Institutes for candidates should be held next year in most, if not all, of the states of the Old South. Additional institutes for officeholders also are being planned. Along with this should come more leadership conferences as a means of developing potential candidates and organizers. We hope to employ more student interns, possibly to serve this winter with Negro legislators. We will continue to develop citizenship education materials, such as know-your-government booklets. And we will continue our efforts to organize state VEPs, which can be valuable watchdogs over such processes as political conventions. Finally, we must continue our efforts to get Southern Negroes registered -- which is, after all, where political participation begins.

The current Ford Foundation grant includes support of this project in the amount of $24,000 per year.* This was seen initially as "seed money" and it has been. During 1966 and 1967 the project has raised and used approximately $325,000 per year and we anticipate a similar amount for 1968.

After considerable thought and evaluation we are of

* A state-by-state breakdown of VEP grants for 1967 is included in the appendices.

the opinion that substantial activity in this area of interest will be needed after 1968. This need includes continued interest in and support of voter registration activities. The need, however, emphasizes leadership training of and providing supportive materials and information to the emerging Negro leadership along the lines reflected in the experiences reported on above.

We feel a project structured along present lines in administration and budget is needed with a budget of approximately $400,000. Toward this end we ask the consideration of a grant during the request period of $200,000 per year with the understanding the Council will attempt to raise a like amount from other sources.

SUMMARY BUDGET OF FUNDS REQUESTED, 1969 - 1971

Information and Research		
Project printing	$ 50,000	
Managing Editor, Publications	15,000	$ 65,000.00
Project on Community Organization and Education		
Salaries and Benefits	19,250	
Travel, director and consultants	6,000	
Consultant fees	6,000	
Contingency fund	20,000	51,250.00
Urban Planning Project		
Salaries	40,700	
Travel	4,000	
Consultants	6,000	
Research	10,000	60,700.00
Labor Education Project		
Salaries	24,750	
Travel	3,000	
Seminar costs	10,000	37,750.00
Project on Crime and Corrections		
Salaries	28,600	
Travel	4,000	
Consultants	6,000	
Research	8,000	46,600.00
Special Research and Consultative Services		
All	56,000	56,000.00

Programs for the Business Sector		
Consultants	15,000	
Printing and Distribution	25,000	40,000.00
Voter Education Project		
Toward a budget of $400,000	200,000	200,000.00
SRC Overhead (20%)	111,460	111,460.00
Total		$668,760.00

A P P E N D I C E S

FORD FOUNDATION GRANT
October 1965 - December 1968

Urban Planning Project	$ 33,000
Fair Employment Anti-Poverty	
Research and Consultants	22,000
Housing	
Consultants	3,000
School Integration	
Research, Fees and Travel	10,000
Welfare Programs	
Research and Consultants	15,000
Project in Crime and Corrections	34,000
Technological Unemployment	
Research	6,000
Project in Community Organization and Education	46,560
Labor Education Project	31,335
Voter Education Project	24,000
Printing	35,000
Seminars	10,105
SRC Overhead	54,000
TOTAL:	$324,000

PROJECT PUBLICATIONS, 1966 - 1967

COMMUNITY ACTION PROJECT:

The Day Before Payday by Helen Howard, New South, winter, 1966. This article by a resident of Atlanta's Vine City, a Negro neighborhood organized for self-help projects, relates in a moving, subjective way what poverty is like from the point of view of a Negro mother.

Proposed: A Kibbutz in Mississippi by John Mudd, Marian Wright, and Henry Aronson, New South, winter, 1966. This was a kind of "working paper," by three individuals produced "as the basis of a proposal" for action to help solve some of the South's rural poverty problems.

The Shape of Things: Poverty by Al Ulmer, New South, winter, 1966. A summary of poverty program achievements through 1966 and an assessment of the program's potential.

Growing Up in Lightning by Jerrilyn McGhee, with photographs by Al Clayton, New South, fall, 1966. This article was done by a young journalism student at Clark College who had spent some time working with children in a Negro neighborhood called "Lightning."

White Power in the Black Belt by Miriam Wasserman, New South, winter, 1967. An indictment of the USDA's complicity in discriminatory administration by local officials of federal farm programs.

CDGM: Who Really Won? by Pat Watters, New South, spring, 1967. An in-depth analysis of CDGM.

Welfare in Mississippi: Tradition vs. Title VI by Robert Anderson, New South, spring, 1967. Complaints of Mississippi welfare applicants and recipients as revealed in hearings before the Mississippi Advisory Committee to the U. S. Civil Rights Commission.

Breakdown in the Negro Family: Myth or Reality? by Barbara Whittaker, New South, fall, 1967. A critical look at some of the findings of the Moynihan report.

A City Slum -- Poor People and Problems. A Special Report on an attempt to build a community organization around local self-interest issues.

Cooperatives, Credit Unions, and Poor People. A Special Report appraising the trend toward cooperatives and credit unions.

CRIME AND CORRECTIONS PROJECT:

The Constitution, the Police, and the People. New South, fall, 1966. By McNeil Smith, Greensboro attorney.

The Convicts by Ronald Sturrup, New South, spring, 1967. A revealing look at the demoralizing effects of prison life written by a former inmate of the Federal Penitentiary in Atlanta.

The Paradigm of Dixie Hills by James Holloway, New South, summer, 1967. This study of an urban riot emphasizes the frustrations of ghetto dwellers.

Black Youth in a Southern Metropolis. An analysis of an extensive youth questionnaire reflecting attitudes of Negro youth enrolled in Atlanta high schools.

URBAN PLANNING PROJECT:

Neighborhood Transition: The Moods and the Myths by Margaret Long, New South, fall, 1966. Interviews with white and Negro residents in some of Atlanta's "changing neighborhoods."

Anthropocosmos: The World of Man. Excerpts from a speech by C. A. Doxiadis, New South, fall, 1966.

Blueprint for Segregation: A Survey of Atlanta Housing by Samuel Adams, New South, spring, 1967. Reprinted together with a map of Atlanta's racial housing patterns.

Fair Housing Restored in California by Joseph B. Robison, New South, fall, 1967. This article examines the Supreme Court decision striking down California's controversial Proposition 14.

Neighborhood Stabilization: A Program. Special Report setting forth a program for residents of so-called "changing neighborhoods."

A Home of Our Own. A manual for homebuyers with a special section devoted to the problems of Negro buyers.

Slum Ghettos in Your Town. Guidelines for city officials in facing the total problem of slums.

Neighborhoods -- Where Human Relations Begin. An assessment of neighborhood organizations in Washington, Baltimore, and Philadelphia.

A Guide to Programs for Better Homes and Neighborhoods. A layman's guide to government and private housing programs.

Atlanta Residential Patterns. A graphic presentation of broad residential classification of Negro areas: transitional areas, homes in need of minor and major repair, and public housing.

Atlanta Housing Study. A twelve-page reprint of the New South article by former research director Samuel Adams.

LABOR EDUCATION PROJECT:

The Testing Hoax by Karl U. Smith, New South, summer, 1966. This article by the director of the Behavioral Cybernetics Laboratory at the University

of Wisconsin was based on testimony of the author before the Senate Subcommittee on Constitutional Rights which was investigating the misuse of personality tests in government employment.

Wages, Insurance, and Growth by Raymond Munts, New South, fall, 1966. An analysis of the southern states' unemployment insurance programs by the former director of the AFL-CIO's Social Security department.

Sorrow Song in Black and White by Vera Rony, New South, summer, 1967. A sensitive look at the organized labor movement in the South during the Great Depression.

More Money for You. A pamphlet explaining employees' rights under newly enacted minimum wage regulations.

New 1966 Minimum Wage Law with Explanation. The Fair Labor Standard Act with 1966 Amendments distributed by the Labor Education Project of SRC.

VOTER EDUCATION PROJECT:

The Dilemmas of Negro Protest Strategy by August Meier, New South, 1966. An analysis of Negro protest and political strategy in the states most affected by the Voting Rights Act of 1965 and the presence of federal voting examiners.

A Lesson in Responsible Leadership by Nicholas Katzenbach, New South, spring, 1966. An address by the former U. S. Attorney General, emphasizing federal activity in the enforcement of the Voting Rights Act. The address was made before a South-wide meeting of members and friends of the Southern Regional Council.

Negroes as the New Force in Southern Politics by Charles Morgan, New South, spring, 1966. Excerpts from a speech by the director of ACLU's Southern Regional Office before the Fourth Annual Convention of the Alabama Democratic Conference.

Potential for Democracy in the South by Pat Watters, New South, spring, 1966. Remarks of the Southern Regional Council's information director before the Seminar for Congressional Assistants sponsored by the Institute for Policy Studies, Washington, D. C.

The Challenge and the Promise by Vernon E. Jordan, New South, summer, 1966. An analysis, first of the impact of Negro votes in crucial elections, plus a look at the relationship of voting to the overall problem of eliminating racial discrimination in southern society.

The Tragic Myth of Black Power by Samuel DuBois Cook, New South, summer, 1966. A relating of the Black Power movement to the realities of democratic politics with a warning as to the self-defeating probability of racial separatism.

Notes From a Field Trip by Bill Beardslee, New South, winter, 1967. Reflections on visits to VEP projects in rural Mississippi by a former VEP staffer.

Southern Politics and the Negro Movement: Looking to the Future by Pat Watters and Reese Cleghorn, New South, fall, 1967. Excerpts from CLIMBING JACOB'S LADDER, a documentary account both of Negroes in southern politics and the civil rights movement of the early 1960's. The book -- a project of the Southern Regional Council -- is based in large part on previously unpublished documents of the first Voter Education Project.

The Southern Negro Vote and the 1968 Elections by Bayard Rustin, New South, fall, 1967. A personal

BEST COPY AVAILABLE

view of the 1968 elections as they relate to future civil rights and economic gains of Negroes.

Voter Registration in the South. County-by-county registration figures by race for seven southern states as of summer and late summer of 1966.

How to Conduct a Voter Registration Campaign. A handbook for local VEP organizations.

Know Your Georgia Government. A simplified explanation of the Georgia governmental process.

GENERAL PUBLICATIONS:

Black Belt Schools: Beyond Desegregation. A pamphlet by four Georgia educators with their sample suggestions of unusual programs for curing rural education problems in the South.

Southern Justice: An Indictment. A documentary account of the South's system of dual justice.

The Continuing Crisis. A report in pamphlet form on race-related violence in the South. This was published jointly by the Southern Regional Council and the American Jewish Committee.

School Desegregation, 1966: The Slow Undoing. An examination of the status of school desegregation in the twelfth year since the Supreme Court decision against racially separate schools. The study -- issued as an SRC Special Report -- includes a narrative account of the South's assault on the federal school guidelines and a critique of the guidelines' potential.

Public Assistance in the South. An SRC Special Report on how the southern states spend their public assistance funds. Included is a comparative statistical breakdown by state and by public assistance category.

Dual Justice in the Courts: Unconcerned Community. A workbook for the Fellowship of the Concerned on possible courses of local action in dealing with the problem of dual justice.

On the National Crisis. A statement by the Southern Regional Council issued in the aftermath of a summer of riots and civil disorder.

Hungry Children. A report by a team of six physicians on the health and living conditions of Negro children in six Mississippi counties.

In Their Own Words. A student appraisal of what happened after school desegregation in Alabama.

Public Assistance: To What End? A Special Report examining restrictive welfare regulations in the eleven southern states.

APPENDIX III

ADVISORY COMMITTEE

Project on Crime and Corrections
Southern Regional Council, Inc.
Atlanta, Georgia

Mr. Myrl Alexander, Director
Federal Bureau of Prisons
101 Indiana Avenue, N. E.
Atlanta, Georgia

Mr. Homer Benson, Member
United States Board of Paroles
Washington, D. C.

Mr. V. Lee Bounds
Director of Prisons
840 West Morgan Street
Raleigh, North Carolina

Mr. Richard Chappell
Institute of Government
University of Georgia
Athens, Georgia

Mr. Christopher Edley
The Ford Foundation
320 E. 43rd Street
New York, New York

Mr. Joseph F. Haas
Attorney-at-Law
2709 First National Bank Bldg.
Atlanta, Georgia

Mr. Donald Hollowell
Attorney-at-Law
859½ Hunter Street, S. W.
Atlanta, Georgia

Dr. William Jackson, Dean
Atlanta University School of
Social Work
Atlanta, Georgia

Miss Barbara Jordan
Attorney-at-Law
5303 Lyons Avenue
Houston, Texas

Mr. Ellis MacDougall, Director
South Carolina Department of
Corrections
Columbia, South Carolina

Mr. Ralph McGill
Publisher
The Atlanta Constitution
Atlanta, Georgia

Mr. Sylvan Meyer
Editor
The Daily Times
Gainesville, Georgia

Dr. Hollis F. Price
President
LeMoyne College
Memphis, Tennessee

Rabbi Jacob M. Rothschild
3205 Arden Road, N. W.
Atlanta, Georgia

Dr. E. Preston Sharpe
General Secretary
American Correctional Association
15th & H Streets, N. W.
Washington, D. C.

Mr. McNeill Smith
Attorney-at-Law
700 Jefferson Standard Building
Greensboro, North Carolina

Advisory Committee
Project on Crime and Corrections (continued)

Mr. Stewart Warner
Staff Consultant
National Council on Crime and Delinquency
50 Whitehall Street, S. W.
Atlanta, Georgia

Mr. John H. Wheeler
President
Mechanics and Farmers Bank
Durham, North Carolina

Dr. Raymond M. Wheeler
1900 Brunswick Avenue
Charlotte, North Carolina

Mr. Marion A. Wright
Attorney-at-Law
Top Knot
Linville Falls, North Carolina

ADVISORY COMMITTEE
Voter Education Project
Southern Regional Council, Inc.
Atlanta, Georgia

Mr. Paul Anthony
Executive Director
Southern Regional Council
5 Forsyth Street, N. W.
Atlanta, Georgia

Mr. H. A. Hank Brown
President, AFL-CIO Texas
Box MM - Capitol Station
Austin, Texas

Dr. Samuel DuBois Cook
Professor of Political Science
Duke University
Durham, North Carolina

Dr. Vivian W. Henderson
President
Clark College
Atlanta, Georgia

Dr. C. G. Gomillion
308 Bibb Street
Tuskegee Institute, Alabama

Mr. Jesse Hill
Atlanta Life Insurance Company
148 Auburn Avenue, N. E.
Atlanta, Georgia

Mr. Norman Hill
Industrial Union Department
AFL - CIO
815 Sixteenth Street, N. W.
Washington, D. C.

Mr. Frank Smith
Director
Tennessee Valley Authority
Knoxville, Tennessee

Mr. Russell Sugarman
Attorney
588 Vance Avenue
Memphis, Tennessee

Mr. C. H. Thomas, Jr.
Professor of Political Science
South Carolina State College
Orangeburg, South Carolina

Mr. John H. Wheeler
President
Mechanics and Farmers Bank
Durham, North Carolina

STATE-BY-STATE BREAKDOWN OF VEP GRANTS
January 1 - December 19, 1967

ALABAMA	$ 10,981.00
ARKANSAS	12,724.39
FLORIDA	4,320.00
GEORGIA	30,491.25
LOUISIANA	20,200.37
MISSISSIPPI	44,617.29
NORTH CAROLINA	30,350.00
SOUTH CAROLINA	41,765.60
TENNESSEE	7,657.00
TEXAS	5,000.00
VIRGINIA	17,900.00
OTHER FUNDS	4,500.00
TOTAL:	$ 230,506.90

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
FRANK SMITH, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern F[illegible] Inc.
52 FAIRLIE STREET, N. W. [illegible] 30303

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

November 2, 1971

Mr. Leslie W. Dunbar, Executive Director
THE FIELD FOUNDATION
100 East 85th Street
New York, New York 10028

Dear Les:

Enclosed is a proposal to the Field Foundation for support of the Council's Housing and Planning Division for 1972. We very much hope that it will be acted on favorably by the Foundation.

The proposal is longer than I would normally like, but you will note that it includes reporting on this year's activities. It seemed to me that the Foundation needed a fuller report of a program it has so generously supported, and that the report itself helps demonstrate the Council's capacity for performing in this important area of social concern.

Please call on me if you have any questions regarding this request. I hope that there will be an opportunity for you to talk with me and Art Campbell about the proposal.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms

December 2, 1971

Miss Marjorie Fine,
Executive Director
Joint Foundation Support, Inc.
575 Madison Avenue
New York, New York 10022

Dear Miss Fine:

In August the Bernhard Foundation, through your good offices, granted us $1500 towards the expenses of a School Desegregation Institute.

Although Paul Anthony expressed our appreciation for the grant, I realize that you have had no report of the Institute itself. We thought that it was quite successful and assisted us as well as the high school and college students in assessing problems and accomplishments from the last year and setting our sights for a realistic program during this year. A copy of a report and student evaluation of the Institute will be sent to you.

We were most fortunate in securing other financing, also on short notice, which meant that we nearly met the budget for the Institute. Such a speedy and affirmative response from the Berhhard Foundation and from you was both heartening and of great practical value to us.

Please express our appreciation to the Foundation.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms
P.S. Please note change of address.

December 22, 1971

Miss Marjorie Fine
Executive Director
Joint Foundation Support, Inc.
575 Madison Avenue
New York, New York 10022

Dear Miss Fine:

Sorry for the delay in getting the Overview of the School Desegregation Institute report to you. It was produced mainly for internal purposes so it has not been corrected regarding various minor errors.

Sincerely,

Emory F. Via, Director
Resources Development Center

EFV/gms
Encl.

Les Dunbar

Dear Les:

Enclosed is a proposal to the Field Foundation for support of the Councils' Housing and Planning Division for 1972. We very much hope that it ~~can be~~ will be acted on favorably by the Foundation.

The proposal is longer than I would normally like, but you will note that it ~~reports something of~~ includes reporting on this year's activities. It seemed to me that the Foundation needed a fuller ~~more full~~ report of a program it has so generously supported, ~~furthermore~~, I feel that this year's ~~activities~~ and that the report itself helps demonstrate the Councils' ~~ability to~~ capacity for performing in this important area of social concern.

over

~~Regards~~

F.H.

Please call on me if you have any questions regarding this request. I hope that ~~you~~ there will be an opportunity for you to talk with me and Art Campbell about the proposal.

Sincerely,

E.T.J.

N
Dec 19

RAYMOND M. WHEELER, PRESIDENT
JOSEPHINE WILKINS, VICE-PRESIDENT
C. G. GOMILLION, VICE-PRESIDENT
LUCIUS H. PITTS, VICE-PRESIDENT
FRANK SMITH, VICE-PRESIDENT
VIVIAN W. HENDERSON, CHAIRMAN, EXECUTIVE COMMITTEE
JOSEPH HAAS, COUNSEL
PAUL ANTHONY, EXECUTIVE DIRECTOR

Southern [illegible], Inc.
5 FORSYTH STREET, N. [illegible] 30303

A Council to attain the ideals and practices of equal opportunity for all peoples in the South

~~DRAFT~~

A Request for Support of the Housing and Planning Division
of the Southern Regional Council, Inc.

The Housing and Planning Division works toward the goals of increasing the supply of housing for low-income groups and to end discrimination in housing. Through both of these efforts we work for a physical and social enviornment conducive to an open and humane society. We are especially mindful of the need for housing in rural and small town areas and aware of a significant potential for constructive activities in those areas.

Our activities have fallen into four broad categories: (1) community planning activities, (2) anti-discrimination projects, (3) housing and planning advocacy, and (4) information sharing. (A)

Insert (A)

I. Community Planning Activities-- We will offer planning assistance to low-income community groups that are interested in developing housing projects in small towns and rural areas. Primarily this assistance includes:

1. Data gathering ~~(suff[redacted])~~ to define the group's housing problems. ~~(In operational terms.)~~
2. Pulling together the necessary resources for developing solutions to the problems.
3. Assessing government programs to determine their adaptability to the community's housing needs.
4. Tapping university resources--especially using graduate student skills to provide preliminary planning.

Insert A p.1

These four areas provide opportunities for SRC to express its standards and values expertly in the fields of housing and planning. Also direct assistance can be given to selected projects to demonstrate methods, planning, and the harnessing of resources for producing better environments for living.

delete

These four areas provide opportunities for SRC to express its standards and values ~~expertly~~ in the fields of housing and planning. ~~Also~~ Furthermore, through them direct assistance can be given to selected projects to demonstrate methods, planning, and the harnessing of resources for producing better environments for living.

Our work with the Panola Land Buyers Association during the past year illustrates how SRC can provide the kinds of assistance outlined above.

Our major effort in PLBA's behalf is an intern program utilizing Georgia Tech, ~~second year~~ graduate students in planning. During the summer these interns developed a comprehensive background report and preliminary site plans for 1164 acres ~~for~~ of land owned by the PLBA.

Their research while fulltime ~~HPP~~ Housing and Planning interns is the basis for a class project in Urban Design (at Georgia Tech) that is geared to produce: (a) ~~A~~ a master plan, (b) a public relations brochure which depicts the PLBA story to potential investors, and (c) ~~A~~ a visual presentation to be used for promotional purposes.

Those organizations/corporations brought in to assist the PLBA include: The Foundation for Cooperative Housing, Inc., and its subsidiary Techni Coop., Inc., Common Wealth Systems, Inc. (for its expertise in developing rural water and sewage systems) and Valley Forge Corporation (a prospective builder).

Based on the Panola experience ~~HPP~~ we would like to expand in a more systematic way this type of assistance to similar groups

~~similar groups~~ elsewhere in the South. ~~The Project has~~ we have undertaken the following exploratory steps toward this end:

1. Identified counties in seven Southern states that have no housing authorities (or authorities that are inactive).
2. Confronted several housing consultants about their willingness to develop, on a contingency basis, applications for government housing assistance provided ~~HPP~~ SRC would gather sufficient preliminary data to determine a proposed project's feasibility. The response here is encouraging. ~~[Three affirmative replies were received. (One respondent is already involved in the Panola Project).]~~

The purpose of the proposed expansion of ~~HPP~~ the Housing and Planning Division's community planning assistance is four-fold: (1) To focus our limited resources on selected geographic areas with great housing shortages; (2) to identify community leaders, i.e., propsective sponsors of low-income housing; and (3) to make available information on federal assistance and other resources; and (4) to cause housing to be developed where it is most needed.

The major elements of this program would include:

1. Field surveys of the selected counties. (Identifying leaders, existing programs, problems, plans).
2. Preliminary data gathering, problem definition and analysis for each target area.
3. Workshops involving technicians and community residents

to develop strategies for dealing with the local communities housing problems.

4. On-going consultations/assistance in implementing housing strategies.

II. Anti-Discrimination Projects--The Council ~~'s Housing and Planning Division~~ recognizes the need for more programs in the region which aim at ending housing discrimination. We are persuaded that such efforts must be more sophisticated in recognizing the variety of decisions and practices which lead to housing discrimination. Although local efforts may at a given time emphasize one or two program areas, we are committed to assisting them in understanding the depth of the problem they face.

We have during the past year engaged in the following activities:

1. In conjunction with the SRC Research Department we published an in-depth report on housing discrimination.
2. Helped initiate, plan, and organize a workshop around housing in Jackson, Mississippi.
3. In Atlanta, Georgia we organized and coordinated a project designed to test and document discrimination in housing.
4. We developed a proposal for establishing a staffed metropolitan housing opportunities organization in the Atlanta area.

Insert (B) →

Insert (B)

5. We have identified the fair housing groups operating in the South. To some of these we have provided information and technical assistance.

It is our desire to continue to offer assistance to local groups, to publish materials which inform and expose, and to initiate appropriate specific projects.

One such project has been suggested from our own experience and in consultation with other experts in various aspects of housing discrimination. It is that we work to insure off-base housing opportunities for minority military personnel. This project is suggested not just because of demonstrated need but because it can provide substantial leverage in altering community housing patterns. The following elements argue for such an undertaking:

A. A substantial portion of actual housing complaints to the regional office of H.U.D. come from servicemen.

B. There is an identifiable clientele group.

C. Adequate counseling and legal assistance are not now available.

D. In towns and smaller cities even one successful complaint can have substantial impact.

E. The importance of military bases to local communities provides special leverage.

F. The existance of administrative regulations as well as federal law provide potential extra pressure.

Insert (C) #

A second project which we have been urged to undertake is the making of an inventory of lawyers throughout the region who are able and willing to take housing discrimination cases. Such a list would not only be of use to other agencies, and insure a broader protection of individual rights, but can serve informational purposes for the attorneys themselves.

III Housing and Planning Advocacy

Our role ~~regarding~~ in developing advocacy positions has been somewhat limited, though important, in the past. Council publications do state positions on important issues as has been the case in our treatment of the Farmers Home Administration role in the housing field and our more general critique of national ~~pol~~ policies affecting low income housing and discrimination in housing.

~~The~~ Housing and Planning Division advocated a broad approach to discrimination in housing to Georgia Governor Jimmy Carter and members of a special Carter committee on real estate practices (whose focus was defined as anti blockbusting). ~~Statements of the need for a broader perspective were made to the Committee~~ Aside from the statement to the governor and the committee, staff met on several occasions with the Committee's chairman.

We ~~would~~ propose enlarging our advocacy role based either upon our own special research or other reliable information. There is a growing need for an informed southern voice, based on reason and experience, to state positions in the housing and planning arena.

~~The Council during the coming year plans~~

~~A conference~~

We plan to hold a regional conference which would bring together city and regional planners with open housing advocates. A major purpose of the meeting would be to get those involved in planning to better understand the need and desirability for dispersed housing to promote a balanced distribution of low ~~and~~ and moderate income housing. It would be our aim to bring about an awareness of the role of planning instrumentalities in this process and to contribute to public support for such moves.

IV Information Sharing.

An important part of all Council activities is the sharing of information. This is the case whether the information is aimed ~~broadcast to~~ at the broadest possible audience or at select publics. The Housing and Planning Division has supplied information for a television documentary, interviews for television news casts, news releases, a study of the Farmers Home Administration, ~~&~~ a study of housing discrimination and the federal role, provided ~~a~~ critiques of statements or positions of other agencies, answered constant information requests, developed a report on "new towns", ~~an~~ and produced a limited specialized report on progress to date in the Panola project

We have, of course, worked with a number of smaller groups ~~of~~ and with interested academics. ~~In all of these~~ In most of these activities it is difficult to accurately assess our contribution. We know that a more ordered point of view is at times presented, that certain values get clear expression, and that at times the right information.

the prospect
gets to the right person so that
of construction change ~~on~~ is enhanced.

These kinds of activities should be continued. Our capacity to handle such informational matters has greatly increased ~~of~~ over the past year or two.

~~It is on~~ The Housing and Planning Division plans special reports for the coming year. Two areas of interest for such publications are (1) the effect of realtor practices on discrimination in housing, and (2) the impact of public policies on housing discrimination with special attention paid to exclusionary zoning practices

Proposed Budget for 1972, Housing and Planning Division, Southern Regional Council, Inc.

Staff and fringes	$21,000
Consultants and Technical Assistance	3,000
Special Projects and Reports	3,500
Travel and Communication	2,000
SRC overhead @ 20%	5,900
	$35,400

(GS — please check arithmetic)

(Cos last ¶ on p 8

The budget that follows would allow us to substantially fulfill the programs ~~suggested~~ outlined here and we earnestly request its consideration by the Foundation.

Then budget on a separate sheet - p. 9. ful

Note corrections on first 8 pp.

1. Data gathering to define the group's housing problems.
2. Pulling together the necessary resources for developing solutions to the problems.
3. Assessing government programs to determine their adaptability to the community's housing needs.
4. Tapping university resources--especially using graduate student skills to provide preliminary planning.

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Their research while full-time Housing and Planning interns is the basis for a class project in Urban Design (at Georgia Tech) that is geared to produce: (a) a master plan, (b) a public relations brochure which depicts the PLBA story to potential investors, and (c) a visual presentation to be used for promotional purposes.

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(for its expertise in developing rural water and sewage systems) and Valley Forge Corporation (a prospective buyer).

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The major elements of the program would include:

1. Field surveys of the selected counties. (identifying leaders, existing programs, problems, plans).
2. Preliminary data gathering, problem definition and

July 11, 1962

Paul,

The idea is to get Barrett and Slaiman together with me, and Emory Via can be here on this date also to join in. July 27 seems to be the only day when both Slaiman and Via can be here. We very much hope that you, also, can join us. When I hear from Shishkin I shall call you to see if you can come.

Sincerely,

Mr. Paul Christopher
216 Flatiron Building
Knoxville, Tennessee

July 11, 1962

George:

July 27 is the only day I can get both Slaiman and Via here. Without you, of course, it would be Hamlet without the Dane. So, please mark it on your calendar. 10:00 a.m.

Sincerely,

Mr. George Barrett
Stahlman Building, Suite 927
Nashville, Tennessee

July 11, 1962

Don,

Emory was planning to be here the week of July 29. He can move up to July 27 which is the best he can do. I hope, and he does too, that this will be alright with you. If so, plan to be here by 10:00 a.m.

You will be hearing from me soon regarding Miami and you are now on the New South mailing list.

Sincerely,

Mr. Don Slaiman
Department of Civil Rights
A. F. L. - C. I. O.
815 Sixteenth Street, N. W.
Washington, D. C.

<u>via air mail</u> July 11, 1962

Mr. Boris Shishkin, Director
Department of Civil Rights
A. F. L. - C. I. O.
815 Sixteenth Street, N. W.
Washington, D. C.

Dear Mr. Shishkin:

You will probably remember that some years back the Southern Regional Council employed Mr. Henry F. Vis as a labor consultant and engaged in an educational program for civil rights within the labor movement. Since Mr. Vis's resignation, our interest in this area has been as strong as ever but we have not been able to undertake program. There are no present prospects of our being in a position to reinstate activity in this field in the same degree as when Mr. Vis was here.

We are now able, however, to commit some program and personnel resources. The question arises as to what contribution we can best make to serve the interest of the labor movement. I am hopeful of convening a few of our staff and policy people to discuss this on July 27 and would like to inquire as to whether Mr. Don Slaiman might be available to meet with us in

Atlanta on that date. Done is, of course, very close to the situation in the South and we believe we would greatly benefit from his advice. I hope you will be able to lend him to us for that day.

With best wishes,

Sincerely yours,

Leslie W. Dunbar
Executive Director

LWD/mmj
bc: Mr. Don Slaiman
Mr. Emery F. Via
Mr. George Barrett
Mr. Paul Christopher

AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

EXECUTIVE COUNCIL

GEORGE MEANY, PRESIDENT
WM. F. SCHNITZLER, SECRETARY-TREASURER

WALTER P. REUTHER
WM. C. BIRTHRIGHT
DAVID DUBINSKY
WM. L. McFETRIDGE
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RICHARD F. WALSH
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July 17, 1962

Mr. Leslie W. Dunbar
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street
Atlanta 3, Ga.

Dear Mr. Dunbar:

Thank you for your letter of July 11, regarding the meeting you are convening on Friday, July 27 in Atlanta regarding the Council's work with the labor movement. You ask that Don Slaiman be made available to attend it.

I am glad you are arranging such a meeting and hope it will lead to the development of a good program.

I am glad to arrange to have Don Slaiman attend this session. Please let him have directly any details he should have in advance of the meeting.

Best regards,

Sincerely yours,

Boris Shishkin

Boris Shishkin
Director
Department of Civil Rights

BS:cr

OFFICE EMPLOYEES INTERNATIONAL UNION
AFL-CIO
UNION LABEL
2

CLASS OF SERVICE

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WESTERN UNION

TELEGRAM

W. P. MARSHALL, PRESIDENT

SF-1201 (4-60)

SYMBOLS

DL = Day Letter

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LESLIE DUNBAR SOUTHERN REGIONAL COUNCIL

5 FORSYTH ST ATLA

ARRIVE DELTA FLIGHT 831 AT 946AM JULY 27TH STOP IF THIS TOO TIGHT PLEASE NOTIFY AND WILL ARRIVE ON 26TH

EMERY VIA.

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AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

GEORGE MEANY
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WM. F. SCHNITZLER
SECRETARY-TREASURER

REGION NO. 8. PAUL R. CHRISTOPHER, DIRECTOR
216 FLATIRON BUILDING
705 BROADWAY, N. E.
KNOXVILLE 17, TENNESSEE
524-7481-2

July 17, 1962

Mr. Leslie W. Dunbar
Executive Director
Southern Regional Council, Inc.
5 Forsyth Street, N. W.
Atlanta 3, Georgia

Dear Les:

Thanks for your note of July 11, with enclosed copy of your letter to Boris Shishkin under the same date, proposing the July 27th Conference at the SRC offices in Atlanta with George Barrett, Don Slaiman and Emory Via.

I shall appreciate hearing from you when you have heard from Boris Shishkin, and will try to come to Atlanta for this meeting. I am holding this date open, but would appreciate as much advance notice as possible.

Sincerely,

Paul

Paul R. Christopher
AFL-CIO Region VIII Director

PRC:lr
oeiu 144 afl-cio